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Factors Affecting Employee Morale

A DISCUSSION of morale cannot properly be undertaken without first defining employee morale as applied to industrial relations.

Approximately two hundred executives and labor leaders recently furnished THE CONFERENCE BOARD with their definitions of morale. While these definitions have not yet been carefully analyzed, the following comments seem to reflect the thinking of the majority of the cooperators.

DEFINITION

Morale involves the employee's net reaction to all of the situations relating directly or indirectly to his job. These situations include all the contacts between the employee and persons associated with his job, plus a variety of "personal" and "social" factors that may indirectly affect the individual's attitude toward his job and company. In a broad sense morale might be defined as the spirit of the employees in the organization. With respect to the individual employee, it might be defined as an intense desire to give his best in attempting to fulfil his part in achieving the company's goals and standards.

Today there is wide recognition of the correlation between a high level of employee morale and the successful operation of a business. This recognition is based upon two concomitant types of evidence:

1. That the employee with a high level of morale generally does a superior job;
2. That the degree of success achieved by a company bears a definite relationship, over a long period of time, to the collective attitudes of its employees.

In contemplating the stresses and strains expected to accompany reconversion and postwar activities in industrial relations, it is not surprising, therefore, that many

What Employees Think

THE CONFERENCE BOARD invites the cooperation of additional companies in the final phase of its study of morale. Participation in the study will be particularly interesting to those who want to know the relative effect of a variety of morale factors on the morale of their own employees. Cooperation in the project requires an absolute minimum of effort on the part of the company, and involves merely the distribution to a representative number of employees of single-sheet inquiry forms simply designed and provided by THE CONFERENCE BOARD. Employees are asked to complete the forms and send them directly to THE CONFERENCE BOARD in self-addressed, stamped envelopes. The replies from each group of employees will be tabulated separately and a report of the results, without identification of individual employees, will be sent promptly to each company. Additional details will be furnished on request.

of the country's foremost executives and labor leaders are eagerly searching for basic information about this highly complex and elusive subject. They believe that general factual data about employee morale and particular information about the attitudes of their own employees will help to achieve greater industrial efficiency through more harmonious labor relations.

THE TASK AHEAD

In spite of the considerable amount of valuable material available on the subject of morale, many of the data deal with isolated situations. Not enough progress has been made to know to what extent general conclusions can be drawn or what relationships exist among morale factors.

Because of the nature of the subject, no single study of morale, no matter how

comprehensive or intensive, can be expected to furnish all the vast amount of information so vitally needed by leaders of industry and labor. Qualified observers recognize that the task will probably be a continuing one regardless of the type and number of studies undertaken. In fact, the valuable knowledge gained from employee attitude surveys definitely appears to justify and encourage their continuation. But with the exception of these morale surveys, it would seem impossible to predict either the form or content of future work on the subject.

THREE QUESTIONS

THE CONFERENCE BOARD has been aware of the desire of executives and labor leaders to obtain data concerning the relationships of the multitude of factors that have an effect on the way employees feel toward their jobs and companies. These men want to know, for example, what can be learned about the relative effect on morale of such factors as compensation, job security, transportation facilities to and from work, quality of supervision, type of union leadership, employee financial benefits, etc. Labor leaders, as well as employers, primarily want to know the answers to:

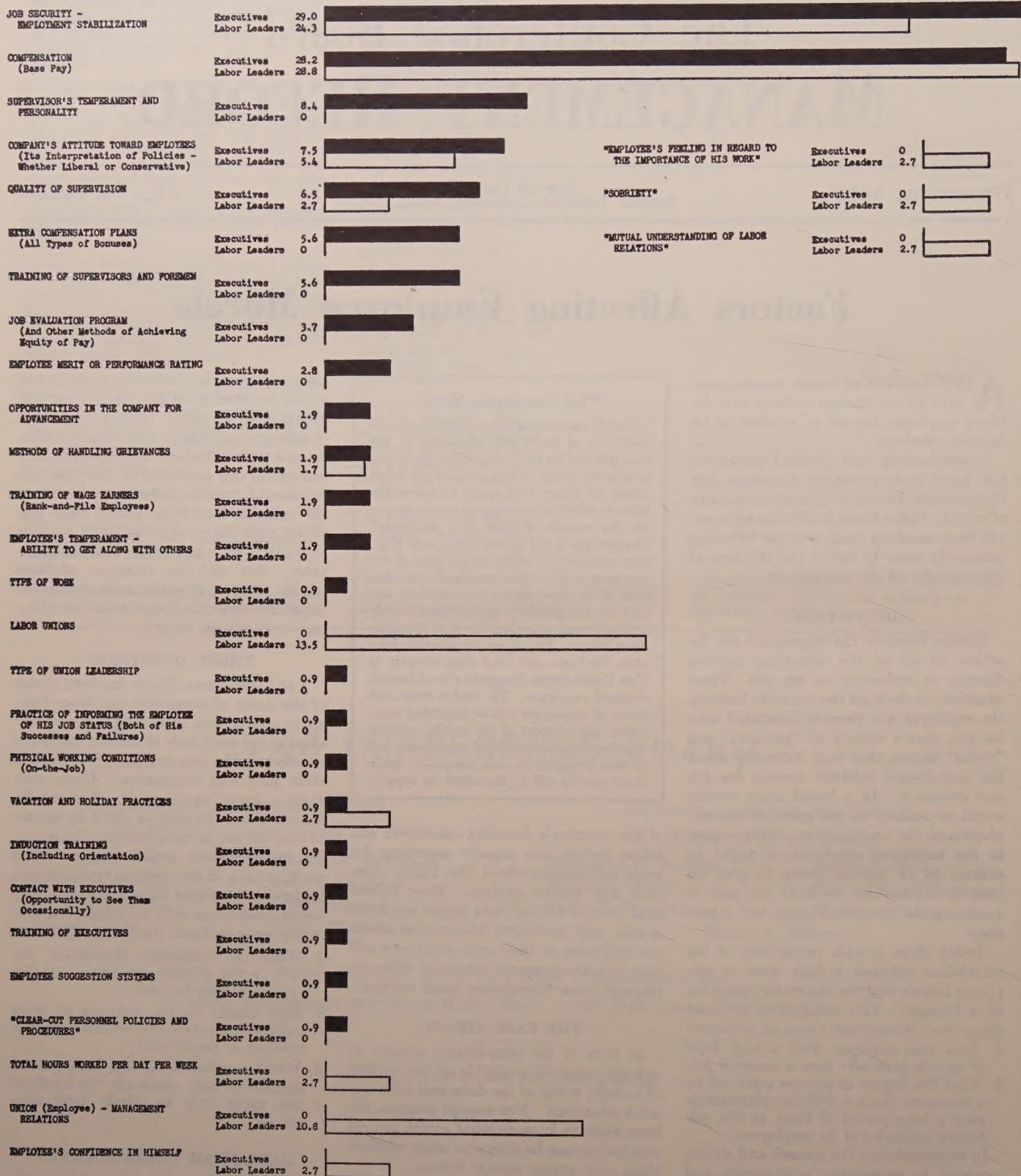
1. What do employees themselves believe is the relative importance of the various morale factors?
2. How closely do the opinions of labor leaders and executives concur with the opinions of employees?
3. Which conclusions, if any, have general application and which are the result of and apply only to purely local situations?

DATA FROM THREE SOURCES

In the initial consideration of the problem, the Board's field work and analysis

"FIRST CHOICE" MORALE FACTORS OF EXECUTIVES AND LABOR LEADERS

Percentage Distribution



indicated the advisability of undertaking a study that would:

1. Through sample anonymous polls of various groups of employees, furnish

most important factors by any members of the other group.

The information in Tables 1 and 2 shows the order of factors considered of first im-

Table 1: "First Choice" Morale Factors as Selected by Labor Leaders

Factor	Number	Percentage
Compensation (base pay).....	11	28.8
Job security (including employment stabilization).....	9	24.3
Labor unions.....	5	13.5
Union-management relations.....	4	10.8
Company's attitude toward employees (its interpretation of policies—whether liberal or conservative).....	2	5.4
Quality of supervisors.....	1	2.7
Methods of handling grievances.....	1	2.7
Vacation and holiday practices.....	1	2.7
Total hours worked per day per week.....	1	2.7
Employee's confidence in himself.....	1	2.7
"Sobriety".....	1	2.7
Employee's feeling that work is important.....	1	2.7
"Mutual understanding of labor relations".....	1	2.7
Total replies.....	37a	....

*a*In two cases, correspondents made a dual selection but the percentages are based on the number of correspondents.

data showing the order of importance to the employees themselves of a large number of morale factors.

2. Through the participation of labor leaders and executives, determine what they believe is the relative importance of these factors to the morale of their union members and employees.

The Board accordingly divided the project into three phases.

The first phase involved drawing on the experience of 107 executives representing a variety of industries in all parts of the country. The second phase involved the cooperation of 37 representative labor leaders from the CIO, AFL and independent unions.

The accompanying chart reveals the similarities and differences of opinion between these executives and labor leaders with respect to the morale factors selected as the most important. It is particularly interesting to note that a relatively high percentage of the executives and labor leaders cooperating in the study say that compensation and job security are the two most important factors affecting morale.

It is also interesting to note that more executives than labor leaders believe that job security is the most important single morale factor. On the other hand, more labor leaders than executives believe that compensation deserves first choice. Further analysis of the chart reveals those factors which were given first ranking by at least one member of the one group and which were not selected among the

importance by the labor leaders and by the executives.

Considerable care should be exercised in interpreting these data. It must be re-

data collected. But since the entire project will not be completed for some months, it is considered advisable to publish this timely information now even though it is incomplete.

The third phase of the study which is now being undertaken consists of collecting the views of employees themselves. In other words, the Board is undertaking to ask employees directly what factors they consider influence most strongly their attitudes toward their jobs. The complete report, therefore, will contain opinions from all three of the groups involved; namely, employees, labor leaders and executives.

In making this study of employee morale, THE CONFERENCE BOARD is not operating under any illusions. The Board fully recognizes the magnitude, scope and ramifications involved in the subject. It is hoped, however, that its study may furnish basic data that will not only provide representatives of labor and management with information that will be valuable in their attempts to improve em-

Table 2: "First Choice" Morale Factors as Selected by Executives

Factor	Number	Percentage
Job security (including employment stabilization).....	31	29.0
Compensation (base pay).....	30	28.2
Supervisor's temperament and personality.....	9	8.4
Company's attitude toward employees (its interpretation of policies—whether liberal or conservative).....	8	7.5
Quality of supervision.....	7	6.5
Extra compensation plans (all types of bonuses).....	6	5.6
Training of supervisors and foremen.....	6	5.6
Job evaluation program (and other methods of achieving equity of pay).....	4	3.7
Employee merit or performance rating.....	3	2.8
Opportunity for advancement.....	2	1.9
Methods of handling grievances.....	2	1.9
Training of wage earners (rank and file employees).....	2	1.9
Employee's temperament—ability to get along with others.....	2	1.9
Type of work.....	1	.9
Practice of informing the employee of his job status (both of his successes and failures).....	1	.9
"Clear-cut personnel policies and procedures".....	1	.9
Physical working conditions (on the job).....	1	.9
Vacation and holiday practices.....	1	.9
Type of union leadership.....	1	.9
Induction training (including orientation).....	1	.9
Contact with executives (opportunity to see them occasionally).....	1	.9
Employee suggestion systems.....	1	.9
Training of executives.....	1	.9
Total replies.....	107a	....

*a*Some replies contained a dual selection. Therefore, the total replies and the total selections are not the same. Percentages are based on the number of correspondents.

membered that conclusions drawn from this limited information may not be valid when the remaining data are analyzed and the whole studied.

The information revealed in the chart represents only a small part of all the

employee-employer relations, but which also will help to focus attention on the subject and thereby encourage additional studies in the same field.

S. AVERY RAUBE
Management Research Division

On the Cost of a Subsistence Budget

COMMENTS BY SOLOMON BARKIN, TWUA RESEARCH DIRECTOR, ON "SUBSISTENCE BUDGETS, 1944 MODEL," PUBLISHED IN THE OCTOBER ISSUE OF THE MANAGEMENT RECORD

THE critique of the pricing survey of the Textile Workers Union of America research Department of the Works Progress Administration Subsistence Budget adequately summarizes its major elements. The questions you raise are not directed at the pricing of the actual commodities and services contained in the budget. Your article acknowledges that the allowance for social security and withholding taxes "may properly be included in this budget since families at this marginal level of living are unable to curtail expenditures required for subsistence." Similarly, we might add unemployment insurance taxes in states which require employee contributions.

FOOD ADJUSTMENT ALLOWANCE

The two questions which you raise relate directly to the food adjustment allowance and the provision for bond purchases. As respects the food adjustment, you question the propriety of the 17% allowance made in the survey. You conclude that because "the estimated food cost without this adjustment is more in line with other budgets," this adjustment "should not be included in the TWUA budget," but your discussion deals primarily with other evidence.

Authorities agree that such an adjustment for food-buying skill is imperative. First, the cotton-rayon panel of the National War Labor Board, which did not provide for the allowance in its calculations of the cost of the budget, declares that "inefficient buying habit is certainly a factor which should be taken into account in estimates of living cost." The same panel concludes that "any estimate of cost without such an allowance underestimates the actual cost of securing an adequate diet."¹

Second, the Bureau of Human Nutrition of the Department of Agriculture, in its pamphlet on "Minimum Wage Budgets for Women—A Guide for Their Preparation," issued in June, 1944, recommends that minimum wage bodies select a low-cost or a moderate-cost family food plan. But it declares that the bodies which use a low-cost family food plan must keep in mind that "some knowledge as well as skilled buying and care in selecting food of each type is essential if good nutrition is to be achieved at this low cost." The Bureau concludes that "there is greater likelihood that a woman untrained in

nutrition will select an adequate diet at moderate than at low cost." The Bureau invites the minimum wage bodies to consider the inclusion of a food-shopping allowance and that such bodies must decide "the extent to which wise choices (may be assumed) by the employed woman. One of the problems of budget-making is the decision as to what degree of buying skill should commonly be expected of the individual with relatively little training in the field of consumer buying."²

The same conclusion is supported by the findings of the same Bureau in its study of actual food buying costs among American families. The actual cost allowed in the TWUA budget for food in January, 1944, is \$2.23 per capita per week, assuming equal consumption for adults and children. The Bureau of Human Nutrition found that for the spring of 1942, when food prices were below January, 1944, "allowing however for customary food patterns, for common lack in knowledge about nutritive returns for money spent on food, and for human error, about \$3.50 per person per week in cities and \$2.50 on farms (where food is grown for own consumption) could have provided a satisfactory diet in the United States in the spring of 1942."³ An allowance of at least 11.9%, the increase in the cost of food prices from May, 1942, to January, 1944, reported by the Bureau of Labor Statistics for a higher income level, would have to be added to adjust these costs to the January, 1944, price level. The adjusted total cost for a satisfactory food budget for cities would be at least \$3.92. These facts substantiate the need of a food-buying allowance. The primary reason for an allowance is the lack of skill among purchasers.

PERCENTAGE OF ALLOWANCE

The second major question relates to the percentage of this allowance. The TWUA Research Department examined the available information relating to the relation of money expenditures and quality of diets. Unfortunately, the data are limited. The most significant information is that reported by the 1935-36 nutrition surveys reproduced in the TWUA report in Tables XIII and IX. The per capita food expenditure of \$3.09 in Jan-

uary, 1944, adjusted downward to the 1935-36 price level would reduce the per capita expenditures to a maximum of \$2.23 per person in terms of 1935-36 prices. Consequently, the per capita weekly food expenditures would be definitely between the two lower levels of expenditures reported by Strebling and Phipard. The percentage of bad diets by areas are reproduced in your analysis on page 283. Seventy per cent is an appropriately selected point between the two levels of food consumption for the present group. Moreover, the Bureau of Human Nutrition's adjusted estimate of the cost of a satisfactory budget of \$3.92 would not be met by the food budget plus the 17% allowance provided in the TWUA budget which together would add up to \$3.62 per capita per week.

AVAILABILITY OF FOODS

It is well known that foods have been less available in the low-income areas than in the higher-income districts during the last few years. Small purchases lead to greater wastefulness. While the budgets' weighting is for statistical purposes, the quantities ultimately allowed are so small that greater skills in purchasing and preparation are required in the low-cost family food plan. These are not allowed for in the budget. It has been repeatedly proved by the Bureau of Human Nutrition studies that higher incomes have better diets.

The propriety of the final estimate of 17% is confirmed by the Bureau of Human Nutrition which the above-referred-to War Labor Board Panel declares "estimates that an 8% to 17% allowance is reasonable."

The critique presents the cost of food expenditures in selected budgets to appraise the necessity for a food adjustment allowance. (NICB Table 3). This comparison is not entirely relevant. As is indicated in the TWUA report, the present low-cost family food plan was substituted for the older food budgets. This substitution was made at the suggestion of the experts in the Departments of Agriculture and Labor. This new food plan represents the specifications based on the more complete information now available on the nutritive values of foods. Older food budgets were found inadequate. The total food cost secured under the TWUA pricing would necessarily be higher than the original budget, but it is still a minimum food budget. Any comparison of the cost of this food budget and that

¹Report of Fact-finding Panel, 28 Southern Cotton Textile Companies and the TWUA National War Labor Board, September 19, 1944, p. 12.

²Department of Agriculture "Minimum-Wage Budget for Women," Miscellaneous Publication No. 549, pp. 5-6.

³Department of Agriculture, Family Food Consumption in the United States. Miscellaneous Publication No. 550, p. 25.

allowed in other budgets must be preceded by a determination of the comparative adequacy of the food provisions in the other budgets in the light of current knowledge of foods. Since several certainly would not meet current minimum food standards, they are incomparable.

Budgets priced for use by relief agencies and for statistical purposes do not have to allow for a food adjustment. In the case of the relief agency, aid in meal planning and even in purchasing is frequently provided. But such an allowance is necessary in defining minimum costs for minimum wage bodies. The actual cost of the budget to the family must be known to these bodies. The use of this food adjustment by minimum wage bodies illustrates their recognition of this need for such

an adjustment when using budgets in the negotiations of wage rates.

We believe that all evidence supports the inclusion of a food adjustment and that the 17% allowance, in the light of the Bureau of Human Nutrition results from spring, 1942, is a most conservative provision.

SAVINGS ALLOWANCE

The second major question relates to war-bond purchase allowance. The sustenance budget does not now provide for any savings of any kind. The entire budgetary approach presumes that deductions shall not be made which would "curtail expenditures required for subsistence." The pressure upon workers to purchase bonds is great. Such war savings

and bond purchases are widespread throughout the entire textile industry. They are being made at a sacrifice to living standards. Workers are expected to participate in the war effort. We cannot assume that we shall exempt these workers or prevent them by reason of their low incomes from participating in our war effort. The budget must therefore allow for same.

The results of this survey of the cost of a subsistence budget are indicative of its cost in most areas in the United States. Only minor variations would occur in pricing it for various other communities. It is striking that the cost of the commodities and services in the highest-cost city was only 5.7% above the cost in the lowest-cost city.

BRIEF REJOINDER BY JULES BACKMAN AND M. R. GAINSBURGH

The following comments are offered in response to Mr. Barkin's criticisms. Because of space restrictions, they are necessarily condensed.

1. Eight major reservations to the use of the TWUA subsistence budget in wage negotiations were cited by the authors. Mr. Barkin omits comment on six of these and elaborates on two—the food adjustment allowance and the provision for bond purchase. The United States Bureau of Labor Statistics joins the authors in holding the food-buying adjustment unwarranted.

2. Evidence was cited by the authors from the Heller budgets, the maintenance budget, and BLS cost of living data to support this contention. But Mr. Barkin prefers to ignore this material, and asserts that our "discussion deals primarily with other evidence."

3. His citation from the Southern Fact-finding Panel's report is seriously curtailed. The quoted section reads, "*inefficient buying habit is certainly a factor which should be taken into account in estimates of living costs.*" The very next sentence, however, is omitted. It reads: "*As the Department of Agriculture points out, the addition of more money will not bring better diets unless the workers spend the extra amount for food and have the interest and knowledge to buy the right kind.*"

4. Mr. Barkin's citation from "Minimum Wage Budgets for Women," is not pertinent, since the TWUA subsistence budget is designed to cover the food requirements of a four-person family on the basis of a detailed food budget developed by the United States Department of Agriculture. This diet is recommended officially as "sufficient to keep a family well fed."

5. The estimate of \$3.49 required per

capita per week for food cited by Mr. Barkin is qualified by its sponsoring agency, the United States Department of Agriculture, as follows: "Neither amount of money (\$3.49 per person per week for city families and \$2.54 per person for farm family) can be considered the minimum that would buy a good diet in the spring of 1942." This amount for city families represented average food expenditures of families with money incomes of \$1,500-\$1,999 early in 1942. Even after the rise in living costs since 1942, the TWUA budget, as modified, is still slightly below this income bracket, thus indicating a lower level of spending per person for food.

In September, 1943, the Department of Agriculture placed the weekly cost of the low-cost food plan upon which the TWUA budget is based at a maximum of \$13.00 weekly and a minimum of \$12.00 weekly. As previously stated by the authors, "emphasis upon education, economic purchases and consumer training is more directly indicated than the necessity of an upward adjustment in the food budget."

ON SAVINGS

6. The TWUA budget, as adjusted, includes an allowance for life insurance and hence it should not be described as making no provision "for any savings of any kind." Textile workers figure vitally in essential war production and there is no attempt through the development of the subsistence budget to "prevent them by reason of their low incomes from participating in our war effort." The subsistence budget by its very name is designed to measure essential living costs. Participation in bond purchases is not compulsory.

7. Until further field studies are conducted the figures prepared by TWUA in

its survey cannot be regarded as representative of costs "in most areas in the United States." As stated earlier, the TWUA data relate only to five small textile communities, three in New England and two in North Carolina.

USE OF BUDGET DATA

One further note of caution in the use of the subsistence budget data is worthy of reemphasis. Subsistence costs as developed relate to a four-person family. Used in wage negotiations, family living costs must be considered in relation to total income received by the family unit. Direct comparison of average hourly rates of wage earners with family subsistence costs are deceptive, because the majority of workers have fewer than the three dependents postulated in such budgets.¹

¹A special study showing the distribution of the number of dependents of wage earners in a large textile plant is in preparation by Dr. Backman.

Educational Refund Plan

Under an educational refund plan inaugurated by the American Optical Company at Southbridge, Massachusetts, last spring, thirty-one employees received amounts from \$2.50 to \$67 for courses related to their work taken in outside schools. The plan provides for refunds up to 60% of the tuition charges for courses in university extension or any accredited school or college. The intent of the plan, which is administered by the training department, is to encourage employees to take courses which will be helpful to them in the performance of their work and which will contribute to their general progress.

One Company's Plan for the Tuberculous

THE company's policy relating to the reemployment of "arrested" cases of tuberculosis is well known to the 18,000 employees of the A. C. Spark Plug Division of the General Motors Corporation in Flint, Michigan. While no formal statement has been issued by the company it is clearly understood that employees suffering with tuberculosis will be reemployed as soon as they are pronounced "arrested" and are able to safely assume an industrial assignment. More than seventy of these persons, successfully treated, are now employed in carefully selected jobs.

This attitude of management has far-reaching effects; it results in earlier reporting of symptoms and full cooperation of patients in accepting necessary sanatorium rest and treatment.

FREQUENT EXAMINATIONS

The annual physical examination of all employees includes an X-ray of the chest. New and old employees of the company with arrested tuberculosis are, however, provided X-ray examinations as frequently as they are prescribed by their personal physicians. In addition, periodic physical check-ups are made by the plant medical department. Close cooperation with private physicians handling the cases is maintained at all times.

SELECTIVE PLACEMENT

Tests for clerical aptitudes, manual dexterity, vocational interests and personality are given to all arrested tuberculous employees. This procedure often results in the placing of these persons in entirely new and different types of work.

There is no discrimination in the hiring of persons with arrested tuberculosis and 158 persons have been hired with that diagnosis. The same care adopted in placing old employees is exercised in placing these new persons at work which is light and nonhazardous individually and industrially.

Part-time work on either a temporary or permanent basis is provided for persons who are unable to accept full-time employment. Decision regarding work hours is made with the approval of the physician in charge of the case.

EFFICIENCY AND STABILITY

In many instances persons with arrested cases surpass their own preinfection rec-

ords in efficiency and stability. They have learned to value their health and do not take unnecessary risks. The selected job requirements are within the workers' physical capacities and permit utilization of highest skills.

EMPLOYEE ATTITUDES

Employee attitudes are healthy regarding fellow tuberculous workers. Workers have no objection to working with persons who have arrested chest conditions since employees have full confidence in the company's health policies.

HEALTH MAINTENANCE

During the past six years, A. C. Spark Plug Division has made 32,871 preemployment X-rays of the chest and 14,553 periodic examinations of cases under observation. While these examinations have disclosed tuberculosis in its various stages it has also been possible to demonstrate unresolved pneumonia, enlarged heart, new growths and many other serious conditions often unknown to the workers.

However, placement of the tuberculous is only one part of the company's health maintenance program. Of equal importance is the program which permits employment of syphilitic persons under treatment. Dr. Max Burnell, who is the Medical Director, makes every effort to improve the health status of employees and to assist impaired persons able to work in realizing safe and satisfactory employment.

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Salute to Service Men

As a tribute to its employees in the Armed Forces, the International Minerals and Chemical Corporation issued a special edition of its employee magazine "Min & Chem." This publication contains pictures of all employees in service for whom pictures were available and their present addresses.

Work on V-E Day

The Pullman-Standard Car Manufacturing Company, Chicago, through its worker-management committee, has obtained pledge cards of all employees that they will not stop work on V-E day.

On Observing V-E Day

WHEN the American Third Army burst out of the Normandy peninsula and proceeded with amazing rapidity to overrun most of France, anticipation of a possible early victory in Europe led to an acceleration of planning for V-E day and thereafter. Subsequent events have made such planning appear premature. However, the question of how the cessation of hostilities will be observed is one that affects every management and causes concern to some that remember the excesses of November 11, 1918.

WLB RULING

Planning for observance of V-E day was stimulated by a permissive ruling issued by the War Labor Board which provided that employers who grant a holiday on V-E day may pay up to a full day's wages for this holiday if they wish. This appeared to give official sanction to the idea of a general celebration to symbolize the end of the European war, and many companies issued statements of the policy they would follow when word of the war's conclusion was received. Simultaneously, however, another viewpoint gained ground—that V-E day would not mark the end of the war and that cessation of work and wild celebration on that day could hardly be regarded favorably by the men in the Pacific theater, who, from the start, had been forced to accept second place in the allocation of war supplies.

To secure a quick picture of sentiment on this subject, THE CONFERENCE BOARD asked executives of representative companies in different sections of the country how plants in their communities planned to observe V-E day. Would most of them close their plants on that day, and, if so, would they pay for the time off?

An analysis of the replies received revealed no uniform policy throughout the country nor were certain policies prevalent in particular sections such as the East coast or the West coast. Frequently companies appeared to compromise between what the management thought was proper and what was expedient. Some executives who believed that war production plants should remain open and in full operation on V-E day felt that so many employees would drop their tools and leave as soon as word came that war in Europe had ended that it would be necessary to close the plant. Others felt that closing might be prudent as a safeguard against dam-

age to equipment resulting from overjoyed celebration within the plant. In neither of these groups was it the intention generally to pay for time not actually worked.

Other companies, because they felt that special recognition of V-E day was either desirable or inevitable, planned to close for a full 24-hour period, often with pay for this time lost. In some cases definite schedules were announced, as, for example, that if word of the end of the European war should come during the morning the plant would close until the following morning, while if it came during the afternoon the plant would be closed until the morning shift of the second day thereafter. A few expressed the belief that there would be no single V-E day—that organized resistance within Germany would not end suddenly under the terms of a signed armistice but would have to be stamped out gradually and persistently with no particular day marking the end of the war.

Some companies are conducting campaigns to persuade employees that it is their obligation to remain at work until Japan is defeated and that to lay off on V-E day would be to "let down" the men in the Pacific. Pledge cards are circulated and employees are invited to sign up to celebrate V-E day with a full day's work to speed the defeat of Japan. Support of this plan is reported to be forthcoming from a large majority of employees involved.

Industrial Nursing

The Industrial Nursing Section of the Connecticut State Nurses' Association of Hartford, Connecticut, has issued a revised edition of its publication, "Industrial Nursing in Connecticut." The pamphlet, which outlines the factors to be considered in developing an efficient and satisfactory nursing service in industry, such as objectives, functions, organization, administrative policies, records and qualifications for industrial nurses, may be obtained from the Association.

Swift Employees in Movie

Employees of Swift & Company and associated companies are the stars and supporting cast in a colored motion picture entitled "Red Wagon." Camera men, directors and lighting crews spent two weeks in Chicago shooting scenes in the headquarters office and plant, and traveled from unit to unit elsewhere in the country, to obtain a true, cross-section pictorial history of activities of the company.

Developments in Employee Benefit Trusts

RULINGS on pension and profit-sharing trusts continue to be issued by the Bureau of Internal Revenue.

PS No. 41 amplifies previous rulings which provide that employer contributions to employee stockholders who individually own more than 10% of the company stock shall not exceed 30% of the total contributions. PS No. 41 deals with several situations regarding past-service contributions to such employees.

In the first case, the past-service funding is accelerated during the first few years, with smaller contributions in later years. The ruling specifies that the limitations on employer contributions apply to both current and past service and that the 30% limitation on employer contributions for all such employees will apply to employer contributions each year.

In the second situation, funding of past-service benefits is made in order of the employee's nearness to retirement. In this case it is ruled that employer contributions for employee stockholders may exceed 30% of the total in one year provided that the contributions for the current and preceding years do not exceed 30% of all contributions for all participants during the same period.

In the third case the same method of funding is used as in the second, but an employee stockholder reached normal retirement and retired in the first year of the plan, with the result that the 30% maximum on employer contribution was exceeded in that year. The ruling advised that even though the employer contributions for employee stockholders would be considerably less in succeeding years because of the retirement of this employee, such a provision would not be allowed, because it made available to the employee the full benefits in one year, regardless of the continuance of the plan.

LIFE INSURANCE PREMIUMS

The Treasury Department in a letter ruling dated November 9, 1944, advised that approval of the Salary Stabilization Unit is required for the purchase of life insurance under a pension plan meeting the exemption requirements of Section 165 (a) of the Internal Revenue Code, where the premium payment for such insurance is in excess of 5% of the insured employee's basic salary. It stated, however, that approval will be granted where the premium in excess of 5% is owing to

the advanced age or physical disability of the participant, provided that not more than \$1,000 of life insurance protection is made available for each \$10 of retirement income.

STATISTICS ON TRUSTS

Up to November 15, 1944, applications on 5,804 pension and profit-sharing plans had been filed with the Bureau of Internal Revenue. By that time 3,731 plans had been approved; 10 had adverse rulings; 1,669 plans were still under consideration. On these 1,669 plans, it was estimated that approximately 60% of the work had been completed. The remaining 394 plans were still awaiting consideration.

An act to extend the deadline to June 30, 1945, for the qualification of employee benefit trusts has been passed by Congress.

PS No. 42 gives some instructions as to the manner in which pension plans may be amended to meet the requirements of Mimeograph 5717 which deals with employer's contributions that may be made available to the twenty-five highest-paid employees in the event that the plan is discontinued during the first ten years of its operation.

It advised that no single provision would be suitable for all plans because of the variations in provisions and terminology among the plans. Among other observations, it stated that a general provision limiting benefits only by reference to Mimeograph 5717 would be unsatisfactory because it is indefinite.

DISAPPROVE PENSION DEDUCTIONS

A Regional War Labor Board ordered the Pacific Gas and Electric Company to discontinue its practice of deducting pension payments from wages of employees who continue in service beyond the normal age of retirement. In addition, it directed that the company repay to these employees all such amounts which had been deducted since March 18, 1944.

If this regional board order is upheld and applied generally, it will affect a considerable number of companies, as it is a fairly common practice to deduct pension payments from wages when the employee continues working after the normal retirement age.

F. BEATRICE BROWER
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Trends in Collective Bargaining

AFL-CIO Differences

Reports from observers at the CIO and AFL national conventions indicate a widening breach between the federations on the issue of political action and formulation of international labor policies.

The CIO convention decided to continue the Political Action Committee as its political arm, and claimed much of the credit for the reelection of the present Administration in Washington. On the other hand, AFL spokesmen decried this claim of the CIO by stating that the American worker does not follow any political party line, that there are as many different shades of political opinions among American trade unionists as there are among any other group in the United States.

Although a group of AFL unionists in and around the metropolitan area of New York City have organized a political party known as the Liberal Party. A greater number of votes were obtained, by the PAC, under the banner of the American Labor Party than through the Liberal Party which was formed only a few months before November 7, 1944. Many observers believe that much of the Liberal Party and American Labor Party strength came from white-collar and middle-class groups who were disappointed with the candidates and programs of both major parties but because of World War II decided that there should not be a change. It is obvious, however, that the Liberal and ALP parties in New York State are led by union leaders who have for many years believed in a political party for labor.

On the international labor horizon the breach between the CIO and AFL is widening partly because the AFL is opposed to meeting with representatives of Soviet unions which AFL leaders claim are not "free." Some observers claim that another reason for AFL bitterness is that the international labor conference which is to meet in London, England, on January 8, 1945, was called without consulting the AFL and that any international labor conference should be called through the International Federation of Trade Unions of which the AFL is a part. The IFTU has no representation from Soviet unions, nor from the CIO.

This entire issue brings to mind the fact that at the Philadelphia meeting of the International Labor Organization in May, 1944, where neither Russian nor CIO unions were represented, the prevalent

opinion was that the AFL refused to sit with either the CIO or Soviet unions because it was claimed that the CIO was a dual union movement and on the other hand that Soviet unions were not free. CIO leaders point to their many members and say in reply that they can no longer be ignored as a labor force in discussions involving international labor problems. Both the AFL and CIO want representation at the peace conferences at the termination of World War II. The problem is one that is creating many a diplomatic headache.

Superseniority for Foremen

Seniority for foremen is provided for on a departmental basis in a recently negotiated collective bargaining contract between the United States Stove Company and the Foremen's Association of America. General foremen have seniority over their regular foremen regardless of length of service of the regular foremen.

Foremen shall lose their seniority by quitting or through being discharged for just cause. Foremen who fail to report to work within seventy-two hours after being notified in person or by registered mail without giving a satisfactory reason shall lose their seniority status. When a senior foreman is not available the company may use the seniority list to replace him with a qualified man pending the senior foreman's return within the 72-hour period. Laid-off foremen shall accumulate seniority for a period not to exceed twelve months.

Entry by Union Official

The Full Bench of the Industrial Commission of Australia has issued a judgment regarding the right of a union official to enter a plant where the union he represents is the collective bargaining agency. The commission indicates the procedure a union official must follow:

"For the purposes of interviewing employees on legitimate union business a duly accredited representative of an industrial union of employees shall have the right to enter employers' premises, wherein members of such union or persons in the same calling are engaged, during the meal or crib time of day workers and shift workers on day shift on each day of the week except Sundays and holidays on the following conditions:

- (1) that he produces his authority to the gatekeeper or such other person as may be appointed by the employer for that purpose;

(2) that he interviews employees only at places where they are taking their meal or crib;

(3) that not more than one representative of each of not more than three unions be on the premises at any one time;

(4) that no one representative visit the premises more than once a week; and

(5) that if any employer alleges that a representative is unduly interfering with his work or is creating dissatisfaction amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry to such representative, but the representative shall have the right to bring the refusal before the commission.

"A person shall be a duly accredited representative of an industrial union of employees if he be the holder for the time being of a certificate, which has not been canceled or revoked, signed by the secretary and bearing the seal of the union and bearing the signature of the holder."

Paid Time for Stewards

A public-industry majority of the WLB upheld a ruling by the fifth regional board restricting the amount of time for which UAW (CIO) shop stewards must be reimbursed while handling grievances at Van Dorn Iron Works Company in Cleveland.

The WLB order limits the grievance time to one hour a day for which stewards must be paid. The expired contract provided that the company pay stewards and committeemen their regular hourly rates for all time spent handling grievances.

The UAW (CIO) charged in its appeal that substantial hardship would result if the former contract provision was changed.

The RWLB issued two orders in the case. Under the first order stewards will receive one hour's pay a day for time spent in handling grievances under Steps 1-3 of the grievance machinery; committeemen will receive four hours' pay a day for time spent handling grievances within their departments under Steps 1-4 of the machinery; committeemen and stewards will receive straight time for all hours spent with management on grievances, whether on or off the worker's regular shift.

The regional board subsequently deleted the four-hour limitation on committeemen, since these representatives do not

participate in Steps 1-3 and therefore come under the provision covering time spent with management.

Management and Union Rights

Management of the plant, direction of the working force, and the right to hire or fire, suspend or discharge for proper cause is vested with the company under a recently negotiated contract between a CIO union and a smelting company. Under the contract which includes a maintenance of membership clause, the union shall be notified when employees are hired or laid off.

Management shall not discriminate against an employee because of union membership or for union activities. The union shall not carry on union activities during the time when its representatives or the employees contacted are paid wages for performing company work.

The union may designate up to five employees to attend union conventions, but the company must be notified in advance so that they can make the proper arrangements. Employees attending union conventions shall be entitled to a leave of absence not to exceed three weeks. Employees who are elected to union positions that require full-time employment shall be given a leave of absence for one year, and shall be reinstated with full seniority rights, unless the circumstances of the employer make it impossible or unreasonable to do so. Employees elected to union office must make application to the company for reinstatement within ten days after the term of office expires.

NLRB and Free Speech

The Eighth Circuit Court of Appeals has upheld the employer's right of free speech under the Wagner act by refusing to enforce an order of the National Labor Relations Board against J. L. Brandeis & Sons of Omaha.

The Joint Council of AFL unions complained that extra detectives were employed to shadow organizers engaging employees in conversation during working hours. The employer stated that he asked the unions to stop this practice, however, before hiring the detectives. The detectives stated that they never filed reports on results of their activities in this connection. The Circuit Court of Appeals stated that the employer might have forbidden organizing activities on company time, and hiring the detectives was "to protect . . . (the store) in the discharge of its duty to customers and its right as an employer. Any other conclusion rests on suspicion alone."

The employer indicated that the unions were undesirable; but had told his employees that they might join or refrain from joining the unions without any reprisal. They were urged to consider carefully their decision in voting for or against the unions in an NLRB decision, but they were not told how to vote, nor threatened with employer displeasure should they choose the unions as their representative.

The court declined to review the NLRB action in setting aside results of the employee election which the Joint Council lost by a narrow margin. (Charges of employer interference in the election were consolidated with earlier-filed charges as NLRB, setting aside election results, took up the alleged unfair labor practices found against the employer.) This means that the union may, eventually, reinstitute its petition for certification and the board may order another election.

Mexican Labor Unions

In Mexico there are 416,795 union members under federal jurisdiction, according to a release by the Office of the Coordinator of Inter-American Affairs in Washington, D. C. These workers are organized into 24 confederations, 195 federations, and 1,974 syndicates. Workers organized under state jurisdiction are not included in these figures.

The greatest number of workers are in the transportation industry which employs 100,030 workers. The textile industry employs 82,856 workers; the sugar industry, 25,288 workers; and the petroleum industry, 19,701 workers. These industries are reported to employ 75% of all workers, the remainder being divided among fisheries, electric power, chicle, and other industries.

Canadian Union Membership

Canadian union membership for 1943 is 664,533, compared with 358,967 for 1939. Membership figures are based on reports from the various unions as of December 31, 1943.

Industry	Membership	% of Total
Metals.....	199,487	30.0
Steam railway transportation.....	108,128	16.4
Other transportation.....	40,823	6.1
Construction.....	60,084	9.0
Public and personal service and amusement.....	57,484	8.7

Union membership in Canada has increased over 85% since the beginning of World War II, as shown by figures released by the Labor Department in its 33rd annual report on "Labor Organization in Canada." Of the 3,735 branch

and local unions on record at the end of 1943, 928 showed a total of 75,814 women members—an increase of 47.5% over 1942. Department of Labor officials state that these figures are short of the actual total because some union locals failed to make complete reports.

Arbitration Award Canceled

In 1943 Local 463, International Union of Oil Workers (CIO) appealed to the eighth regional board to adjudicate grievances that could not be settled to the mutual satisfaction of the union and the Texoma Natural Gas Company.

The RWLB ordered that the grievances in question be submitted to arbitration, although the company stated that the issues in dispute were not subject to arbitration under the terms of the existing union contract.

Following a company appeal, the District Court for the Northern District of Texas issued a declaratory judgment relieving the company from abiding by the RWLB order. The union appealed the District Court decision to the United States Circuit Court which upheld the District Court.

The United States Court of Appeals decision stated in part:

"The National War Labor Board is not, under the law, vested with judicial functions, nor does it have the power to enforce its determinations, called 'directives,' upon the parties to a controversy before it. It is not a substitute for the courts, and the pendency of a controversy before it is not a bar to a suit in the courts. This limitation upon its powers is recognized by it, for in its statement of its public policy, respecting awards, dated September 10, 1943, it said:

"The Board's determination of the matter will constitute a final adjudication unless and until a tribunal of competent jurisdiction issues rulings contrary to those of the Board. The action of the Board in no way prejudices the right of a party to appeal to a Court of competent jurisdiction for a judicial declaration of the rights and obligations flowing from the award."

The union based its appeal to the Circuit Court of Appeals on the premise that the contract had expired and negotiations were under way for a new contract.

The controversy arose over the union's claim that seniority rules were violated by the company in upgrading a temporary supervisor to a permanent position as main engineer.

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Management Research Division

Wage and Salary Stabilization

STRONG pressure is to be expected to make 65 cents an hour the substandard breaking point, according to Senator Wherry of Nebraska. He stated recently that an outline bill has been shaped for this purpose and predicted that under the new legislation the 65-cent rate will become the statutory minimum under the Fair Labor Standards Act.

This prediction does not seem to be shared by War Labor Board Chairman Davis. At Senate subcommittee hearings relating to the proposed 65-cent minimum-wage proposal, Mr. Davis stated, in effect, that the WLB would consider the 65-cent rate as a guide rather than as a mandate for automatic increases to that figure. He referred to the proposal to bring wages up quickly to the proposed level as a "fantastic assumption" and pointed out that if 65 cents were granted in the same monthly proportion as 50 cents is now granted the cost would be \$761,000,000 for the next twelve months.

G. O. 30 REVISED

On March 16, 1943, the WLB issued General Order No. 30 for the purpose of providing flexibility under the 40-cent minimum wage. It stipulates that increases which do not bring wage and salary rates above 40 cents an hour may be made without the approval of the WLB if there is no adverse effect on price ceilings.

The board has been advancing wages from the 40-cent level up to the 50-cent level for some time now by approving Form 10 applications that request this change. On November 11, 1944, Theodore W. Kheel, Executive Director of WLB, issued an amended Order No. 30, which reads as follows:

"In accordance with the provisions of Section 4 of Title II of Executive Order 9250, increases in wage or salary rates which do not bring such rates above 50¢ per hour may be made without the approval of the National War Labor Board. Increases above 40¢ per hour made hereunder may not, however, furnish a basis either to increase price ceilings of the commodity or service involved or to resist otherwise justified reductions in such price ceilings."

Coincident with this latest amendment of Order No. 30, the WLB issued interpretative material in the form of questions and answers. They are reproduced here in full:

"Question No. 1: Is the reasonable value of meals, board, or lodging to be included in determining the minimum wage rate of 50¢ an hour under General Order 30?"

"Answer: Yes."

"Question No. 2: May an employer raise the wage rates of employees to 50¢ per hour without computing and including the amount of the tips received by the employees?"

"Answer: Yes. In personal service occupations, where tips are received in varying amounts and at various times from persons other than the employer, such tips need not be included."

"Question No. 3: If a company has a piece-rate scale where half of the workers earn less than 50¢ per hour may the company adjust the rate without Board approval so that the normal worker will earn 50¢ per hour, even though the highly proficient worker will as a result earn more than 50¢ per hour?"

"Answer: Yes. However, piece work rates may not be adjusted without Board approval so that the least skilled employee will earn 50¢ per hour."

"Question No. 4: May an employer who has increased his wages under General Order No. 30 maintain the differential in interrelated jobs by increasing the wages of employees whose wages were above 50¢ an hour, without Board approval?"

"Answer: No."

"Question No. 5: Are wage increases made under the provisions of General Order No. 30 to be included in computing the 15% increase allowed under the 'Little Steel' formula?"

"Answer: Yes."

Employment Transfers

Section 907.4 (b) (5) of War Manpower Commission Ruling No. 7 permits the release of employees from establishments paying substandard wages as defined by state or federal law or regulation. Bernice Lotwin, WMC Acting General Counsel, has reminded regional directors that they should take cognizance of this fact in connection with Order No. 30. Miss Lotwin's memorandum included this statement:

"The amendment is significant for the purpose of section 907.4 (b) (5) of Regulation 7 and analogous provisions in local employment stabilization programs. All local United States Employment Service Offices should be appropriately advised."

CHRISTMAS BONUS

Payment of a Christmas bonus to employees has been a definite policy in a fairly large segment of American business for some years. In a survey¹ of personnel practices in 2,700 companies conducted by THE CONFERENCE BOARD in 1939, it was shown that 586 companies, or 21.7% of those reporting, had a policy of paying a Christmas bonus. These 586 companies employed 556,993 persons or 11.2% of the 4,986,853 persons covered in the survey.

Individual Christmas bonus payments² usually run about the same as vacation allowances; that is, about the equivalent of one or two weeks' pay. For example, in December, 1941, a good reference point from the standpoint of wage stabilization, the Glenn L. Martin Company gave one week's pay to 30,000 employees who had a year of service. International Harvester paid a flat sum of about \$85 at Christmas to every one of the 45,000 employees who had at least three years' service. American Airlines gave \$10 to employees having less than six months' service, \$25 to those having from six months' up to one year's service and \$50 to those having a service record of one year or more. An outstanding case of a liberal Christmas bonus is the \$600 given by Jack & Heintz, Inc., to employees who have been with the company at least a year. The plan provides \$50 bonus for each month of service.

On November 13, the War Labor Board issued a general reminder concerning the rules on Christmas bonus payments. Chairman William H. Davis commented on the subject as follows:

The policy on bonuses virtually eliminates the need for employers to come to the War Labor Board. They do not need WLB approval if the bonus they propose to pay does not exceed \$25 or if the bonus plan is the same as they used last year. Approval of new or revised bonus plans will be virtually impossible under the stringent criteria required by the national wage stabilization program."

There is some indication that the privilege extended by the WLB to employers to grant a \$25 Christmas bonus without formal approval will not be widely used. For example, in the Chicago area, an ex-

¹Studies in Personnel Policy, No. 20, "Personnel Activities in American Business."

²For an analysis of Christmas bonus payments in fifty companies in 1941, see the December, 1941, Management Record.

ecutive of a trade association commented on this point in connection with a special Conference Board survey as follows:

"A limited survey would indicate that employers are not eagerly grabbing at the chance to increase annual wages by this amount. Many already give larger bonuses, and those who give none don't care to start the practice."

Bonus to Servicemen

General Order No. 10 (a) adopted December 14, 1942, states that "a bonus payment made by an employer to an employee severing his employment for the immediate purpose of entering the Armed Forces of the United States does not require the approval of the National War Labor Board."

The WLB has issued an interpretation on this order in the form of a question and answer as follows:

Question: May an employer pay his employees in the Armed Forces without Board approval all or part of their previous salaries?

Answer: Yes. Section 3 (f) of the Selective Service and Training Act has been interpreted as permitting an employer to pay an employee who enters the Armed Forces the compensation the employee was receiving before induction, or any portion thereof, without the approval of the Board."

This interpretation seems to apply to the payment of a Christmas bonus to employees who are now in the Armed Forces.

Treasury Rules

The Salary Stabilization Unit of the Treasury Department on September 26 issued T. D. 5406, "Amended Regulations of Commissioner of Internal Revenue Relating to Stabilization of Salaries." The amended regulations included detailed provision regarding payment of year-end bonuses under Treasury jurisdiction, as follows:

Employers who have customarily paid bonuses or other additional compensation may continue to pay such bonuses or other additional compensation without prior approval, subject to the following limitations:

(1) If an employee's base salary has not been increased since October 3, 1942 (in the case of salaries in excess of \$5,000 per annum), or October 27, 1942 (in the case of salaries of \$5,000 or less per annum), as the case may be, the employer may pay the employee a bonus in an amount which does not exceed the higher of the following:

(a) The dollar amount of the bonus paid on any basis other than a fixed percentage basis for the employer's last ac-

counting year ended prior to October 3, 1942, (see Subdivision 5); or

(b) the dollar amount of bonus paid on any basis other than a fixed percentage basis authorized under the Salary Stabilization Regulations for the employer's first accounting year ending after October 3, 1942, provided the bonus does not exceed 50% of the employee's base salary. Approval is necessary if the bonus exceeds 50% of the employee's salary (see Subdivision 5).

(2) If an employee's base salary has been increased since October 3, or 27, 1942, as the case may be, the employer may pay the employee a bonus not to exceed the same fixed dollar amount of bonus paid him for the employer's first accounting year ending after October 3, 1942, provided the bonus does not exceed 20% of his present salary (see Subdivision 5).

(3) If an employer, prior to October 3, 1942, has regularly paid an employee a bonus based upon a fixed percentage of salary (exclusive of bonuses and additional compensation) and the percentage has not been changed, the employer may pay the employee a bonus determined by such percentage of salary even though the amount of bonus may be increased due to an increase in salary (exclusive of bonuses and additional compensation) authorized under these regulations.

(4) If the employer had, prior to October 3, 1942, customarily paid bonuses on a fixed percentage basis or had entered into a contractual agreement prior to that date to pay bonuses on a fixed percentage basis, the employer may pay a bonus determined in accordance with such custom or agreement, provided no change has been made in either the percentage or method of determining the bonus fund and no change has been made in the percentage or method of determining the amount payable to each employee. The payment of bonuses out of a fund based on a fixed percentage of profits, sales, or the like (whether or not the percentage has been changed since October 3, 1942) where the amount to be distributed to the individual employee is at the discretion of the employer or his representative is governed by the provisions of subdivisions (1) and (2) above.

(5) If an employee's bonus is determined on a fixed percentage basis authorized under the regulations, the payment of any amount in excess of the bonus determined under the fixed percentage plan may not be made without prior approval, notwithstanding the provisions of subdivisions (1) and (2) above.

These amendments incorporate in part the substance of a statement issued by the Treasury November 14, 1943.

The term 'last bonus year' ending before October 3, 1942, means the employer's last accounting year, calendar or fiscal, ending prior to that date. For exam-

ple, an employer operating on a fiscal year ending on August 31, would have as his last bonus year prior to October 3, 1942, the fiscal year ending August 31, 1942."

Last year's SSU bonus regulations required that the employer seek approval from SSU in all cases where the employee's base salary had been changed. This provision was omitted from this year's regulations. Officials of the SSU stated on November 24 that employers may continue to pay—without approval—any percentage-type compensation earned by employees under a contract or established policy, if no change has been made in the percentage or method of computation. This payment is permitted even though the employee's base salary has been increased under SSU authorization unless conditions were attached by SSU at the time of the salary-increase authorization or subsequently regarding the profit participation payment to the employee involved.

HIRING RULES

Section II-F-1 of General Order No. 31 includes a ruling to the effect that no more than 25% of the employees hired for each job classification during a given year may be started at rates in excess of the minimum of the applicable pay range.

On September 11 the War Labor Board amplified the above ruling by issuing Interpretative Bulletin No. 3 on General Order No. 31 to regional boards and commissions. Excerpts from this bulletin follow:

(1) An employer may exceed at any one time during the year the 25% limitation of hiring above the minimum so long as the limitation has not been exceeded at the end of the accounting year. The Board has adopted the policy of being liberal in the starting date of the 25% limitation in view of the fact that many employers did not learn of the amendment until sometime after its promulgation.

(2) The 25% limitation does not apply to transfers from one plant or establishment to another of the same employer.

(3) An employee may be rehired by the same employer at the level at which he left if the range for his job has changed during his absence, or at the minimum of the new range, whichever is higher, and such hiring shall not be charged against the 25% limitation.

(4) The following rules shall apply to hiring of temporary employees during special rush periods such as the Christmas rush:

(a) The rehiring rule outlined above in (3) shall apply to rehiring of old employees during such periods.

(b) Employees hired during such rush period who have not previously worked

for that particular employer may be hired at a rate not in excess of the midpoint of the range without charging such hiring against the 25% limitation. Hirings above the midpoint are subject to the 25% limitation.

"(5) The rules outlined under (4) above shall apply to the hiring of old and new employees for seasonal operations. For the purposes of this rule, the term 'seasonal' is to be defined as provided in the regulation issued under the Fair Labor Standards Act.

"(6) A company may reemploy ex-service men and women previously in their employ without regard to the 25% limitation."

NIGHT-SHIFT PREMIUM

The recent decision of the National War Labor Board to award night-shift premiums of 4 cents and 6 cents an hour for second and third shifts in the basic steel industry seems likely to have repercussions in other industries. Because of the continuous nature of the processes, night shifts have long been in force in such basic industries as steel, petroleum, pulp and paper products, glass, cement, brick, clay, pottery and rubber. Shift rotation has been a general practice in most of

these industries and in most cases it was considered that the inconvenience of night work was taken into account when establishing the base rates rather than by allowing a differential as such.

Night-shift bonuses for rotating shifts have in many cases been denied by the board, the basic reason for denial usually being that the parties had already considered the inconvenience to employees in setting their wage rates.

In the "Big Four" rubber industry case, the board voted against granting a shift differential because of the rotating basis. However, they did increase basic wage rates slightly to compensate the rubber workers for the inconvenience of the periodic night shifts.

In a case occurring in the Midwest in January, 1944, the Chicago regional board acted contrary to the announced policy of the national board of not granting premium pay for rotating night shifts by upholding a panel recommendation to grant 3 cents and 6 cents an hour for rotating late shifts. Industry members dissented but the panel majority justified its award by saying in effect that while the preponderance of NWLB decisions had been against differentials for rotating shifts,

"no final determination has been made by the Board on the question of whether such differentials constitute a violation of the stabilization program."

Last February the national board reversed its own earlier decision in the case of the Globe Steel Tubes Company, Milwaukee, Wisconsin, by granting night-shift premiums of 5 cents and 7 cents an hour for second-shift and third-shift work. This directive was accompanied by a lengthy opinion by Vice Chairman George W. Taylor laying down the principles upon which the WLB would decide disputes over night-shift bonuses. Three considerations, according to Mr. Taylor, would guide the board on this problem in future cases: (1) prevailing practice in the industry; (2) prevailing practice in the area; (3) whether night-shift differentials are necessary to bring wage-rate relationships within the plant into proper balance.

It was also stated in connection with the Globe Steel decision that it would not be necessary that all three of the criteria be favorable before the WLB would grant a night-shift bonus in a plant that had never had one.

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Review of Labor Statistics

AN END to the "basic steel" case was made by the War Labor Board on November 25, in a decision that failed to grant the steelworkers the increase demanded of 17 cents an hour.

The decision was based upon a previous decision made by the board on October 11, when it refused to recommend to the President any change in the Little Steel formula. By resolution (labor members dissenting), the board at that time agreed to submit, without recommendation, to the President all the data which it had collected on living costs and wages in the course of its several hearings and which affected the broad question of a national wage stabilization policy. The failure of the board to recommend to the President the requested change was denounced by labor leaders. The subsequent failure of the President to order an adjustment has led to public demands by labor for prompt action. To date no action has been taken.

Other substantial gains, however, were made by the union, which, it is estimated, would possibly yield half the amount of a straight increase of 17 cents an hour. The

case, which involved 86 basic steel companies and approximately 400,000 members of the United Steelworkers of America (CIO) and which has been in progress for nearly a year, contained twenty-two issues. The most important of the union demands were a general increase of 17 cents an hour in wages and a guaranteed annual wage. The other demands included paid vacations, dismissal pay, shift differentials, and the establishment of a fund for steelworkers in the Armed Forces.

Demands that were Denied

The following demands were denied: the establishment of a fund for steelworkers in the Armed Forces, geographical wage differentials, a higher minimum wage rate for learners, and the request for the establishment and adjustment of rates on an industry-wide basis.

The demand of the union for a guaranteed annual wage was also denied, but the board filed a separate report with the President recommending that a study be made of the possibility of the development of an annual-wage plan in American

industry as an aid to the stabilization of employment and production.

In answer to the union's demand for a differential of 5 cents for the second shift and of 10 cents for the third, the board granted 4 cents and 6 cents, respectively. This decision was based on the fact that the board has "long recognized the equity in favor of added compensation because work on the relatively undesirable extra shift is a real increase in job content."

The vacation demand was met almost completely. The union asked for one week's paid vacation for one year of service and one of two weeks for three or more years. The board's only deviation from these demands was to extend the time on the two weeks' vacation to five years of service. And it also refused to grant vacation compensation to steelworkers now serving in the Armed Forces or the Merchant Marine.

The union asked the same provision for sick pay as for vacations. The board refused, however, to support this proposal

(Continued on page 365)

SIGNIFICANT LABOR STATISTICS

Source: THE CONFERENCE BOARD, unless otherwise indicated

Item	Unit	1944						Year Previous	Percentage Change	
		Nov.	Oct.	Sept.	Aug.	July	June		Latest Month over Previous Month	Latest Month over Year Previous
Absence rates in manufacturing (BLS)	per 100 employees	....	....	6.3	6.6	6.4	6.1	6.1	-4.5	+3.3
Clerical salary rates										
Billing machine operator.....	mode in dollars	....	25.00	....	....	....	....	30.00	....	-16.7
Calculating machine or compt'or operator.....	mode in dollars	....	28.00	....	....	....	....	28.00	....	0
Office boy or girl.....	mode in dollars	....	20.00	....	....	....	....	20.00	....	0
Stenographer.....	mode in dollars	....	30.00	....	....	....	....	30.00	....	0
Telephone switchboard operator.....	mode in dollars	....	30.00	....	....	....	....	30.00	....	0
Senior copy typist.....	mode in dollars	....	28.00	....	....	....	....	28.00	....	0
Cost of living, wartime budget										
Food.....	1923=100	111.1	111.1	111.5	111.9	111.9	110.6	112.1	0	-0.9
Housing.....	1923=100	91.0	91.0	90.9	90.9	90.9	90.8	90.8	0	+0.2
Clothing.....	1923=100	93.9	93.6	93.2	93.0	92.5	92.5	90.9	+0.3	+3.3
Men's.....	1923=100	102.9	102.4	102.3	102.1	101.9	101.8	100.0	+0.5	+2.9
Women's.....	1923=100	84.8	84.8	84.0	83.9	83.1	83.1	81.7	0	+3.8
Fuel and light.....	1923=100	95.2	95.1	95.1	95.1	95.1	95.1	93.1	+0.1	+2.3
Electricity.....	1923=100	66.9	66.9	66.9	66.9	66.9	67.0	67.2	0	-0.4
Gas.....	1923=100	94.5	94.5	94.5	94.5	94.5	94.6	94.6	0	-0.1
Sundries.....	1923=100	114.7	114.2	113.6	113.4	113.3	113.3	109.1	+0.4	+5.1
All items.....	1923=100	105.2	105.1	105.0	105.1	105.0	104.4	103.7	+0.1	+1.4
Purchasing value of dollar.....	1923 dollars	.951	.951	.952	.951	.952	.958	.964	0	-1.3
All items (BLS).....	1935-39=100	....	126.4	126.5	126.4	126.1	125.4	124.4	-0.1	+1.6
Employment and unemployment										
Employment over economic labor force.....	thousands	....	p 8,348	p 8,725	8,872	8,471	8,510	8,424	-4.3	-0.9
Total employment.....	thousands	....	p 64,676	p 65,011	64,615	64,669	64,667	64,240	-0.5	+0.7
Agriculture, forestry, fishing.....	thousands	....	p 11,443	p 11,623	11,008	11,164	11,503	11,509	-1.5	-0.6
Total industry.....	thousands	....	p 21,087	p 21,359	21,520	21,379	21,329	22,334	-1.3	-5.6
Manufacturing.....	thousands	....	p 15,066	p 15,281	15,369	15,356	15,392	16,428	-1.1	-8.3
Trade, service, miscellaneous.....	thousands	....	p 32,146	p 32,029	32,088	32,125	31,835	30,397	+0.4	+5.8
Strikes (BLS)										
Beginning in period.....	number	....	p 440	390	485	470	500	287	+12.8	+53.3
Workers involved.....	thousands	....	p 220	185	190	145	155	121	+18.9	+81.8
Total man days idle.....	thousands	....	p 690	660	985	680	680	1,013	+4.5	-31.9
Turnover rates in manufacturing (BLS)										
Separations.....	per 100 employees	....	....	p 7.5	7.8	6.6	7.1	8.1	-3.8	-7.4
Quits.....	per 100 employees	....	....	p 6.0	6.2	5.0	5.4	6.3	-3.2	-4.8
Miscellaneous.....	per 100 employees	....	....	p .3	.4	.4	.5	.7	-25.0	-57.1
Discharges.....	per 100 employees	....	....	p .6	.7	.7	.7	.6	-14.3	0
Layoffs.....	per 100 employees	....	....	p .6	.5	.5	.5	.5	+20.0	+20.0
Accessions.....	per 100 employees	....	....	p 6.0	r 6.3	6.3	7.6	7.7	-4.8	-22.1
Wage earners										
All manufacturing industries (BLS)										
Earnings, hourly.....	average in dollars	....	....	1.031	1.016	1.018	1.017	.993	+1.5	+3.8
weekly.....	average in dollars	....	....	46.25	r 45.86	45.43	46.24	44.39	+0.9	+4.2
Hours per wage earner.....	average per week	....	....	44.9	r 45.2	44.6	45.4	44.7	-0.7	+0.4
Twenty-five manufacturing industries										
Earnings, hourly.....	average in dollars	....	....	1.078	1.080	1.070	1.072	1.069	-0.2	+4.1
weekly.....	average in dollars	....	....	49.32	r 49.42	48.98	48.86	49.30	-0.2	+3.9
Hours per wage earner.....	average per week	....	....	45.6	45.6	45.6	45.4	45.5	0	+0.2
Employment.....	1923=100	....	....	134.8	r 136.4	137.6	138.1	139.5	-1.2	-10.0
Total man hours.....	1923=100	....	....	125.0	126.4	127.6	127.5	130.2	-1.1	-9.7
Payrolls.....	1923=100	....	....	249.8	r 253.3	253.8	253.6	258.5	-1.4	-6.5
Wage-rate increases.....	average per cent	....	....	5.3	5.4	6.0	5.3	7.0	6.7	....
Workers affected.....	per cent	....	....	0.1	0.3	0.4	0.8	0.3	0.3	....
Manufacture and distribution of gas										
Earnings, hourly.....	average in dollars	....	....	....	....	1.012	....	.952	....	+6.3
weekly.....	average in dollars	....	....	....	....	46.44	....	42.02	....	+10.5
Hours per wage earner.....	average per week	....	....	....	....	45.3	....	43.8	....	+3.4
Generation and distribution of electricity										
Earnings, hourly.....	average in dollars	....	....	....	....	1.136	....	1.087	....	+4.5
weekly.....	average in dollars	....	....	....	....	51.93	....	47.87	....	+8.5
Hours per wage earner.....	average per week	....	....	....	....	45.3	....	43.9	....	+3.2
Class I railroads ¹										
Earnings, hourly.....	average in dollars	....	....	....	....	.967	.973	.965	.868	-0.6
weekly.....	average in dollars	....	....	....	....	51.71	50.28	50.85	46.34	+2.8
"Real" weekly earnings.....	1923=100	....	....	....	....	166.0	161.4	164.0	152.4	+2.9
Hours per wage earner.....	average per week	....	....	....	....	53.5	51.7	52.7	53.4	+3.5
Agricultural wage rates per month ² (BAE)										
With board.....	average in dollars	....	....	80.50	....	....	81.29	....	69.11	....
Without board.....	average in dollars	....	....	76.40	....	....	77.79	....	65.22	....
New York City metro. area, eighteen manufacturing industries	average in dollars	....	....	86.80	....	....	89.54	....	74.92	....
Earnings, hourly.....	average in dollars	....	....	1.091	1.089	1.081	1.080	1.084	1.046	+0.2
weekly.....	average in dollars	....	....	49.97	49.55	49.62	50.00	50.62	48.22	+0.8
Hours per wage earner.....	average per week	....	....	45.8	45.5	45.9	46.3	46.7	46.1	+0.7

¹Preliminary.

²Derived from Interstate Commerce Commission reports.

*As of first day of month.

#Revised

Chronology of Labor Relations

November

3 Social Insurance Approved in Britain
A motion approving the British Government's plan for "cradle to grave" social insurance is carried by a cheering House of Commons without a division.

CIO Chiefs Rebuke Strikers

In a statement by officials of all the other major CIO unions in Alameda County, California, striking CIO steel workers abstaining from machinist work on eighty-two ships in San Francisco Bay were described as "enemies of labor and of the nation."

4 Ousted Official Blasts Union

Business agent of Pittsburgh local of CIO electrical union who claims to have been ousted by executive board in March, 1943, for "openly opposing the communistic activities of the officers" claims in a suit in equity filed in Common Pleas Court that executive officers of the union are "communist conspirators" aiming to destroy the American system of free enterprise and set up a communistic dictatorship.

8 Union Control Referenda Win and Lose

Measures submitted to the voters primarily intended to ban application of closed-shop principle win in Florida and Arkansas and lose in California.

10 Companies Penalized for Wage Increases

Office of WLB in New York City announces income-tax disallowances totaling more than \$50,000 will be assessed against thirteen concerns in metropolitan area and one in Rochester, New York, for violations of Wage Stabilization Act.

11 Petrillo Wins Full Victory

James Caesar Petrillo, head of musicians' union, wins complete victory with acceptance of his terms by last companies holding out against his requirement of fees for transcriptions.

Wartime Strike Illegal Notwithstanding

WLB rules that it cannot recognize a wartime strike as "legal" even though employees involved have observed thirty-day notice and vote provisions of the War Labor Disputes Act.

12 Many Bonuses Free of Curbs

WLB issues statement calling attention to rules affecting year-end bonuses which permit many without special authorization. Any bonus not exceeding \$25 or one similar to a bonus paid last year requires no special authorization. New or revised bonus plans have little chance of approval.

Davis Resigns from WLB

Chairman Davis offers his resignation to President effective January 1. Simultaneous resignations by Taylor and Graham of the "public" group are also submitted.

13 Foremen's Strike Closes Plant

A strike by 2,800 supervisors of the Wright Aeronautical Corporation of Paterson, New Jersey, throws out of work 29,000 workers and slows work on B-29 engines.

Supreme Court Reaffirms Ruling

Without comment, United States Supreme Court turns down an appeal of Montgomery Ward & Company from a decision by the District of Columbia Court of Appeals which held that WLB actions are administrative and at most simply advisory to the President and that courts can neither review nor enforce National War Labor Board orders.

14 De Mille Raises Union Issue

Cecil B. De Mille, movie and radio director, refuses to pay a \$1 special assessment to the American Federation of Radio Artists for a fund to oppose the "right to work" proposal voted on in recent California election.

16 WLB Members Withdraw Resignations

Davis, Taylor and Graham, public members of War Labor Board, withdraw their resignations at the request of the President.

17 PAC To Be Continued

After hearing reports on activities of the CIO Political Action Committee, executive board of CIO votes unanimously to continue and broaden activities of this political organization.

40% of Workers Earn less Than 65¢
In testimony before Senate Education and Labor Committee, Emil Rieve, President of CIO Textile Workers Union, states that 11,000,000 workers, or 40% of nation's wage earning population, receive less than 65¢ per hour.

18 BLS Cost of Living Data OK'd

President's special Cost of Living Committee reports to him through Chairman William H. Davis that BLS cost of living figures are substantially correct and "are entitled to the good reputation they have long enjoyed."

19 Ford Proposes Special Seniority Provision

Ford Motor Company submits to UAW a proposal that honorably discharged war veterans may be employed at any time even when other employees of the company have been laid off, and that "in case of either temporary or permanent layoffs, vet-

erans of World War II, either able or disabled, may, in the discretion of the company, be by-passed without regard to the seniority rights of other employees."

AFL Again Urges Unity

In annual convention AFL deplores widening split in organized labor and suggests again that a basis be found for reunion of CIO with AFL.

20 Plan to Aid Veterans' Independence

Smaller War Plants Corporation announces plans to assist war veterans who have suitable qualifications to establish themselves in business. Purpose is both to help returning servicemen and encourage establishment of small businesses.

Ask Pay for Lost Time

The Engineers and Salaried Employees Association, a white-collar union at Wright Aeronautical Corporation, requests pay for lost time resulting from recent strike of supervisors. UAW (CIO) union said to plan similar action.

24 Needed Labor Being Lost

Statements of war labor shortages are given point by announcement of New Jersey War Manpower Director that 40,000 persons had "disappeared" from the ranks of war workers in New Jersey during the year preceding September 1, 1944.

25 Steel Industry Decision Announced

Following many months of consideration, WLB issues a directive order in steel case rejecting 17¢-wage-increase claim, but granting additional compensation in form of shift differentials and added vacation.

Christmas Day a War Plant Holiday

"Because of its profound religious significance, Christmas Day is the one holiday of the year which we should observe as a holiday" states Chairman of WPB in announcement that on that one day war plants, except those in continuous process industries, may properly close.

28 AFL Repeats Bid to Lewis

Once again AFL issues invitation to United Mine Workers to find a basis on which this independent union can reaffiliate with the parent federation.

30 World Rally of All Free Unions Proposed

In its final sessions, annual AFL convention decides to request the International Federation of Trade Unions "to convene a world trade union conference of the free trade unions of the world at the earliest possible time to help rebuild the economic life of the various nations after the war."

(Continued from page 362)

but did agree to approve any reasonable sick-leave plans agreed to by the company and the union. The board took the same attitude with regard to the proposed group insurance plans.

The demand of certain companies for the elimination of existing maintenance of membership provisions was denied. The board ordered the use of standard voluntary maintenance of membership and check-off clauses in all contracts. The union demand for revision of the check-off clause to allow maximum dues of \$1.50 per month instead of \$1.00 was granted.

Severance Pay

The board ordered the companies and the union to negotiate agreements on dismissal or severance pay. In making this directive, it stated that particular regard should be given to regular employees as compared with temporary war workers. It further stated that the agreements should involve war-end displacements but did not make any recommendations regarding ordinary, peacetime, technological displacements.

The board designated six holidays for which employees are to receive time-and-a-half pay for all hours worked. Holidays are to be considered as days worked in determining whether an employee has worked six days in his regular work week. Time-and-a-half pay is to be paid only on the sixth and seventh consecutive work days when they are the sixth and seventh days of the regular work week.

Mechanical and maintenance occupations were ordered to be treated the same as other occupations in the matter of wage rates and adjustments and to be subject to the rulings of the board on this question. The actual question of classifications and rates, however, were left to union-company negotiations within certain limits established by the board.

Inasmuch as the union, by calling a general strike in December, 1943, forced the President and subsequently the War Labor Board to agree to a retroactive adjustment of the settlement of this case, the above provisions affect all company operations since the expiration of the old contracts. The board's order "recommends that the parties negotiate with a view to settling the amount of retroactive pay due to employees in the form of individual lump-sum payments."

The board made no effort to estimate the total cost of its decision to the steel companies or the probable effect on cost of products made from steel, wages in other industries and living costs. Only time can tell if the "line" has been held.

On December 13, the board refused 73 steel companies a rehearing and cleared the way for enforcement of all its decisions except those involving wage increases in various forms. The latter have yet to be approved by the Economic Stabilization Director and the OPA.

STRIKES

Strike activity remains high. In October, 440 strikes were started, or 53.3% more than were begun in October last year. Strikes each month, for over a year, have surpassed the number beginning in the same month of the preceding year. The number of workers involved in strikes in October was 220,000, or 81.8% more than in October, 1943. The number of man days idle was 690,000, or 31.9% below the level of last October, indicating a more rapid settlement of strikes in progress.

The settlement of the musicians' two-

year dispute with the Columbia and RCA recording companies on November 11, established a new principle in union demands. The inability of the companies to survive financially in face of the union's boycott forced them to accept the terms. The War Labor Board had ordered the musicians back to work without promise of granting their request for royalties and the President also requested them to return. The union paid no attention to these moves and no further action was taken by the government. According to the settlement, the companies will pay the union royalties on every record produced. In principle, the same demand could be made by every union in the country. There would be nothing to prevent a machinists' union, for example, from demanding a royalty on every product made on a machine it helped to build.

G. CLARK THOMPSON
Division of Labor Statistics

Payroll Statistics in Manufacturing

HOURLY EARNINGS, weekly earnings, employment, man hours and payrolls of wage earners declined in October according to the Board's regular monthly survey of labor statistics in twenty-five manufacturing industries. The average number of hours worked in one week remained unchanged for the second consecutive month at 45.6 per worker. Wage-rate increases granted were very small and living costs did not change from September to October.

Increases in wage rates averaging 5.3% were granted 0.1% of the workers in the twenty-five industries. For all wage earners in these industries the average rate increase was only 0.01% in the month period. Higher rates were paid in thirteen of the individual industries but the number of workers to whom they were granted was so small that the average for all wage earners in each industry was less than 0.05%.

EARNINGS

Average hourly earnings of all wage earners in the twenty-five manufacturing industries declined 0.2% in October. At \$1.078 they were higher than during any other month except September, since these surveys were begun. The decline from September to October resulted largely from the fact that work on Labor Day was paid for at premium rates so that

hourly earnings rose much more in September than could be accounted for by the wage-rate increases and shifts in employment. Hourly earnings have increased 4.1% in the last year, 42% since January, 1941, the base date of the Little Steel formula, and 49.7% since August, 1939, the month before the outbreak of hostilities in Europe.

With the number of hours worked in one week remaining unchanged in October, the decline in weekly earnings in the month period was 0.2%, exactly the same as the drop in hourly earnings. The October average of \$49.32, while slightly below the peak reached in September, was higher than during any other month since these surveys were initiated. Workers in eight of the individual industries—northern cotton, paint and varnish, rubber, silk and rayon, machines and machine tools, heavy foundry equipment, hardware and small parts, and other foundry products—received the highest weekly earnings on record in October. As compared with the average for the twenty-five industries in January, 1941, the October average reflected an advance of \$18.71, or 61.1%; from August, 1939, the increase was \$22.03, or 80.7%.

"Real" weekly earnings, reflecting only the decline in dollar weekly earnings since living costs did not change, also fell 0.2% in October. At 176.5 (1923=100), the

EARNINGS, HOURS, EMPLOYMENT, PAYROLLS, ALL WAGE EARNERS, 25 MANUFACTURING INDUSTRIES

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

Date	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Nominal Hours per Week per Wage Earner	Index Numbers, 1923 = 100							
					Hourly Earnings		Weekly Earnings		Actual Hours per Week per Wage Earner	Employ- ment	Total Man Hours	Payrolls
					Actual	Real ^a	Actual	Real ^a				
1943 October.....	\$1.036	\$47.47	45.5	43.6	191.5	185.0	178.4	172.4	92.5	149.7	138.5	267.1
November.....	1.041	47.58	45.5	43.6	192.4	185.9	178.8	172.8	92.5	149.8	138.6	267.8
December.....	1.045	47.15	45.1	43.7	193.2	185.9	177.2	170.5	91.7	149.6	137.2	265.1
1044 January.....	1.046	47.56	45.2	43.7	193.3	186.0	178.7	172.0	91.9	148.1	136.1	264.7
February.....	1.048	48.15	45.7	43.9	193.7	187.1	180.9	174.8	92.9	147.9	137.4	267.6
March.....	1.053	48.41	45.8	44.0	194.6	187.8	181.9	175.6	93.1	146.6	136.5	266.7
April.....	1.057	48.09	45.2	44.0	195.4	187.5	180.7	173.4	91.9	144.0	132.3	260.2
May.....	1.062	48.46	45.5	44.1	196.3	187.7	182.1	174.1	92.5	140.8	130.2	256.4
June.....	1.069	49.30	45.9	44.2	197.6	189.1	185.3	177.3	93.3	139.5	130.2	258.5
July.....	1.072	48.86	45.4	44.3	198.2	188.8	188.6	174.9	92.3	138.1	127.5	258.6
August.....	1.070	48.98	45.6	44.3	197.8	188.4	184.1	175.3	92.7	137.6	127.6	253.8
September.....	1.080	49.42 ^r	45.6	44.4	199.6	190.1	185.7 ^r	176.9 ^r	92.7	136.4 ^r	126.4	253.3 ^r
October.....	1.078	49.32	45.6	44.3	199.3	189.8	185.3	176.5	92.7	134.8	125.0	249.8

^aRevised.

EARNINGS AND HOURS, ALL WAGE EARNERS, OCTOBER, 1944

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings				Average Hours per Week per Wage Earner			
	Hourly		Weekly		Actual		Nominal	
	Oct.	Sept.	Oct.	Sept.	Oct.	Sept.	Oct.	Sept.
Agricultural implement.....	\$1.155	\$1.159	\$54.34	\$54.86	47.1	47.3	47.3	47.4
Automobile ¹	1.305	1.315 ^r	57.61	58.09 ^r	44.2	44.2 ^r	43.3	43.6
Boot and shoe.....	.758	.757	32.11	32.37	42.4	42.8	44.7	44.4
Chemical.....	1.087c	1.097c	49.38c	49.21c	45.4c	44.8c	46.0	46.1
Rayon producing ².....	.906	.906 ^r	38.19	38.10 ^r	42.2	42.1	45.9	46.0
Cotton—North.....	.788	.785	35.34	34.03	44.9	43.3	43.6	43.4
Electrical manufacturing.....	1.145	1.144	52.87	52.62	46.2	46.0	42.4	42.4
Furniture ³	1.019	1.012	46.65	47.08	45.8	46.5	45.9	45.9
Hosiery and knit goods.....	.836	.833	34.84	34.84	41.7	41.8	41.5	41.5
Iron and steel ⁴	1.183	1.210	54.79	57.09	46.3	47.2	43.1	43.1
Leather tanning and finishing.....	.923	.922	42.30	42.32	45.8	45.9	44.4	44.4
Lumber and millwork.....	1.099	1.110	50.13	51.73	45.6	46.6	47.0	47.0
Meat packing.....	.915	.920	44.54	44.83	48.7	48.2	41.5	41.5
Paint and varnish.....	1.022c	1.025c	49.35c	48.58c	48.3c	47.4c	44.6	44.6
Paper and pulp.....	.914	.913	45.20	45.74	49.5	50.1	44.6	44.6
Paper products.....	.865	.868	37.49	37.97	43.3	43.7	43.0	43.0
Printing—book and job.....	1.086	1.067	46.96	47.04	43.3	44.1	41.4	41.5
Printing—news and magazine.....	1.163	1.182	48.51	49.83	41.7	42.2	40.8	40.7
Rubber.....	1.225	1.216	57.16	56.79	46.6	46.7	46.9	46.9
1. Rubber tires and tubes.....	1.334	1.332	61.99	62.36	46.5	46.8	46.7	46.7
2. Other rubber products.....	1.051	1.034	49.30	48.04	46.9	46.5	47.3	47.3
Silk and rayon.....	.796	.784	35.49	34.10	44.6	43.5	42.3	42.2
Wool.....	.925	.929 ^r	40.34	40.42 ^r	43.6	43.5 ^r	42.6	42.6
1. Woolen and worsted goods.....	.905	.909	39.30	39.27	43.4	43.2	42.3	42.3
2. Other woolen products ⁵.....	.957	.958 ^r	41.93	42.19 ^r	43.8	44.1 ^r	43.0	43.1
Foundries and machine shops.....	1.209	1.201	57.56	56.58	47.6	47.1	45.8	45.8
1. Foundries.....	1.144	1.163	53.98	55.14	47.2	47.8	44.1	44.1
2. Machines and machine tools.....	1.161	1.157	56.69	56.29	48.8	48.7	47.1	47.3
3. Heavy equipment.....	1.342	1.315	63.71	60.85	47.5	46.3	46.1	46.0
4. Hardware and small parts.....	1.122	1.121	53.14	51.93	47.4	46.3	43.9	43.9
5. Other products.....	1.175	1.173	55.73	55.37	47.4	47.2	46.1	46.1
25 INDUSTRIES.....	\$1.078	\$1.080	\$49.32	\$49.42 ^r	45.6	45.6	44.3	44.4
Cement.....	\$.905	\$.902	\$41.25	\$40.58	45.6	45.0	44.7	44.6
Petroleum refining.....	1.300	1.295	62.50	60.48	48.1	46.7	43.7	43.8
27 INDUSTRIES.....	\$1.080	\$1.081	\$49.43	\$49.50 ^r	45.7	45.6	44.3	44.3
Aircraft.....	\$1.199	\$1.200	\$55.09	\$54.46	45.9	45.4	48.3	47.9
Shipbuilding.....	1.376	1.374	65.44	64.45	47.6	46.9	48.6	48.6

See footnotes on page 369.

quantity of goods and services that the average wage earner in these industries could purchase with his weekly income was greater than in any other month except

June and September of this year. Since January, 1941, the increase has been 32.0% and since August, 1939, 44.6%.

The number of workers in the twenty-

five manufacturing industries was reduced in October for the eleventh consecutive month. The September-to-October decline amounted to 1.2% and was greater

EARNINGS AND HOURS, MALE AND FEMALE WAGE EARNERS, OCTOBER, 1944

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	ALL MALE						FEMALE					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	Oct.	Sept.	Oct.	Sept.	Oct.	Sept.	Oct.	Sept.	Oct.	Sept.	Oct.	Sept.
Agricultural implement.....	\$1.177	\$1.182	\$55.74	\$56.24	47.3	47.6	\$.968	\$.970	\$43.38	\$44.02	44.8	45.4
Automobile ¹	1.370	1.372 ^r	61.02	61.56 ^r	44.5	44.9 ^r	1.119	1.148 ^r	48.29	48.49 ^r	43.1	42.2 ^r
Boot and shoe.....	.911	.906	40.03	40.15	43.9	44.3	.635	.637	26.12	26.53	41.2	41.6
Chemical.....	1.180 ^c	1.192 ^c	54.72 ^c	54.51 ^c	46.4 ^c	45.7 ^c	.764 ^c	.770 ^c	32.41 ^c	32.35 ^c	42.4 ^c	42.0 ^c
Rayon producing ^a	1.018	1.011 ^r	44.39	44.38 ^r	43.8	43.9	.709	.709 ^r	27.95	27.66 ^r	39.4	39.0
Cotton—North.....	.865	.856	41.66	39.99	48.2	46.7	.688	.688	28.37	27.13	41.2	39.4
Electrical manufacturing.....	1.302	1.303	62.26	62.08	47.8	47.7	.898	.894	39.29	39.00	43.7	43.6
Furniture ^b	1.076	1.069	50.30	51.05	46.8	47.7	.892	.881	39.08	38.77	43.8	44.0
Hosiery and knit goods.....	1.125	1.124	50.88	50.98	45.2	45.8	.718	.712	28.99	28.85	40.4	40.5
Iron and steel ^d	1.203	1.231	56.13	58.65	46.7	47.6	.929	.934	38.76	39.21	41.7	42.0
Leather tanning and finishing.....	.945	.942	44.19	44.05	46.8	46.8	.793	.801	32.40	32.95	40.9	41.1
Lumber and millwork.....	1.121	1.134	51.42	53.00	45.9	46.8	.838	.863	35.73	38.97	42.6	45.1
Meat packing.....	.964	.971	48.61	48.82	50.5	49.8	.720	.720	30.67	30.75	42.6	42.7
Paint and varnish.....	1.051 ^c	1.055 ^c	51.41 ^c	50.54 ^c	48.9 ^c	47.9 ^c	.813 ^c	.810 ^c	35.92 ^c	35.72 ^c	44.2 ^c	44.1 ^c
Paper and pulp.....	.943	.941	47.44	48.05	50.3	51.1	.670	.672	29.06	28.97	43.4	43.1
Paper products.....	.999	.999	45.15	45.81	45.2	45.9	.665	.668	27.12	27.26	40.8	40.8
Printing—book and job.....	1.322	1.296	58.64	58.88	44.4	45.4	.664	.654	27.48	27.41	41.4	41.9
Printing—news and magazine.....	1.272	1.278	53.26	54.15	41.9	42.4	.735	.788	30.29	32.54	41.2	41.3
Rubber.....	1.361	1.355	65.89	65.66	48.4	48.4	.891	.886	38.15	38.09	42.8	43.0
1. Rubber tires and tubes.....	1.428	1.433	68.38	69.16	47.9	48.3	.998	.990	41.99	42.04	42.1	42.5
2. Other rubber products.....	1.221	1.196	60.46	58.40	49.5	48.8	.797	.795	34.67	34.50	43.5	43.4
Silk and rayon.....	.887	.876	42.18	40.30	47.6	46.0	.658	.647	26.72	25.98	40.6	40.2
Wool.....	.992	.995 ^r	45.35	45.31 ^r	45.7	45.5 ^r	.812	.816	32.84	33.12	40.4	40.6
1. Woolen and worsted goods.....	.964	.971	44.17	44.00	45.8	45.3	.815	.818	32.84	32.99	40.3	40.4
2. Other woolen products ^e	1.032	1.029 ^r	46.97	47.07 ^r	45.5	45.8 ^r	.807	.814	32.85	33.36	40.7	41.0
Foundries and machine shops.....	1.269	1.259	61.54	60.59	48.5	48.1	.963	.963	42.63	41.75	44.3	43.4
1. Foundries.....	1.167	1.174	55.77	57.01	47.8	48.6	.909	.926	37.86	38.46	41.7	41.6
2. Machines and machine tools.....	1.223	1.219	61.23	61.08	50.0	50.1	.893	.887	39.45	38.34	44.2	43.2
3. Heavy equipment.....	1.377	1.349	65.62	63.06	47.6	46.7	1.047	1.038	48.08	44.42	45.9	42.8
4. Hardware and small parts.....	1.207	1.206	59.11	57.88	49.0	48.0	.888	.886	38.51	37.37	43.4	42.2
5. Other products.....	1.242	1.240	60.46	60.02	48.7	48.4	.988	.988	43.80	43.62	44.3	44.1
25 INDUSTRIES	\$1.177	\$1.178	\$55.16	\$55.36	46.9	47.0	\$.766	\$.766	\$32.00	\$31.82	41.6	41.4
Cement.....	\$.905	\$.902	\$41.25	\$40.58	45.6	45.0	....	....	....	....	....	....
Petroleum refining.....	1.300	1.295	62.50	60.48	48.1	46.7	....	....	....	....	....	....
27 INDUSTRIES	\$1.176	\$1.177	\$55.16	\$55.31^r	46.9	47.0	....	....	....	....	....	....
Aircraft.....	\$1.811	\$1.813	862.86	\$61.55	47.9	46.9	\$1.035	\$1.038	\$44.80	\$45.00	43.3	43.4
Shipbuilding.....	1.898	1.396	66.69	65.76	47.7	47.1	1.085	1.097	49.52	48.95	45.6	44.6

See footnotes on page 369.

than during any of the other months except April and May. Only in the chemical industry was employment at a new peak level in October. In that industry the net rise in employment has been 1.0% since November, 1943—the high point of employment for the twenty-five industries combined.

Employment losses were reported in fifteen industries. The losses ranged from 0.1% in the leather-tanning and leather-finishing industry to 3.4% in the heavy-equipment branch of foundries and machine shops and 3.7% in the lumber and millwork industry. Compared with October, 1943, employment has fallen off 10.0% and has reverted to a level lower than during any month since June, 1942. The loss from the November, 1943, peak level of 149.8 (1923=100) to October, 1944, was more than one-eighth of the total gain from August, 1939, to that peak. The October level was 23.6% above that

of January, 1941, and 60.1% above the August, 1939, average.

Total payrolls, showing the combined effect of reduced employment and lower weekly earnings, declined 1.4% in October and returned to the April, 1943, level. The October index of payrolls, 249.8 (1923=100) was lower than during any month since April, 1943, but was higher than during any month before then. As compared with payrolls disbursed in January, 1941, the October total shows a gain of 99.0% and since August, 1939, 189.1%.

HOURS OF WORK

The average number of hours worked in one week by wage earners in these manufacturing industries in October again remained unchanged at 45.6. While fractionally lower than the averages for February, March and June of this year, the October average was higher than during any other month since April, 1930. The

number of hours worked in one week in October was 5.4 hours, or 13.4%, more than in January, 1941, and 7.7 hours, or 20.3%, more than in August, 1939.

Total man hours reflected the drop in employment from September to October and declined 1.1%. The successive reduction since November, 1943, lowered total man hours to 125.0 (1923=100) in October or below those of any other month since September, 1942. They were, however, 40.3% greater than in January, 1941, and 92.9% higher than in August, 1939.

CEMENT AND PETROLEUM

Employment in the cement industry was curtailed 1.1% from September to October but since the reductions were evenly distributed among skilled and unskilled workers, the change had no effect upon hourly earnings. Slightly longer working hours were entirely responsible for a 0.8% increase in hourly earnings. At \$.905, they

EARNINGS, EMPLOYMENT, MAN HOURS, AND PAYROLLS, ALL WAGE EARNERS, OCTOBER, 1944

Index Numbers, 1923=100

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings						Employment	Total Man Hours Worked		Payrolls		
	Hourly, Actual		Weekly									
			Actual		Real a		Oct.	Sept.	Oct.	Sept.	Oct.	Sept.
	Oct.	Sept.	Oct.	Sept.	Oct.	Sept.	Oct.	Sept.	Oct.	Sept.	Oct.	Sept.
Agricultural implement.....	207.7	208.5	197.5	199.4	188.1	189.9	195.1	197.2	185.7	188.5	385.3	393.2
Automobile.....	206.5	208.1	191.1	192.7	182.0	183.5	168.8	172.2	156.5	159.6	322.6	331.8
Boot and shoe.....	153.1	152.9	142.1	143.2	135.3	136.4	88.7	89.4	82.5	83.9	126.0	128.0
Chemical.....	213.6	215.5	188.5	187.8	179.5	178.9	183.4	183.0	161.8	159.2	345.7	343.7
Cotton—North.....	177.1	176.4	166.4	160.2	158.5	152.6	36.7	36.2	34.5	32.8	61.1	58.0
Electrical manufacturing.....	201.6	201.4	195.2	194.2	185.9	185.0	224.4	227.9	217.0	219.2	438.0	442.6
Furniture ^b	197.1	195.7	187.0	188.8	178.1	179.8	134.6	135.9	127.9	131.1	251.7	256.6
Hosiery and knit goods.....	218.8	218.1	197.2	197.2	187.8	187.8	75.0	74.6	67.6	67.4	147.9	147.1
Iron and steel ^c	198.5	203.0	160.1	166.8	152.5	158.9	116.1	116.3	93.1	95.1	185.9	194.0
Leather tanning and finishing.....	189.9	189.7	182.6	182.7	173.9	174.0	73.1	73.2	70.3	70.6	133.5	133.7
Lumber and millwork.....	232.3	234.7	214.0	220.9	203.8	210.4	52.3	54.3	48.2	51.1	111.9	119.9
Meat packing.....	193.4	194.5	189.2	188.3	180.2	179.3	117.6	119.0	115.2	115.4	222.5	224.1
Paint and varnish.....	181.2	181.7	180.4	177.6	171.8	169.1	134.9	135.8	134.1	132.4	243.4	241.2
Paper and pulp.....	181.3	181.2	173.3	175.4	165.0	167.0	110.7	110.6	105.8	107.0	191.8	194.0
Paper products.....	189.7	190.4	172.1	174.3	163.9	166.0	174.6	173.1	158.9	158.9	300.5	301.7
Printing—book and job.....	166.3	163.4	156.8	157.1	149.3	149.6	118.4	116.6	111.7	112.1	185.7	183.2
Printing—news and magazine.....	167.8	170.6	155.3	159.6	147.9	152.0	120.8	119.8	112.0	112.4	187.6	191.2
Rubber.....	195.7	194.2	203.9	202.6	194.2	193.0	112.8	112.5	117.8	117.2	230.0	227.9
Silk and rayon.....	160.5	158.1	148.1	148.1	146.8	141.0	83.5	83.0	80.1	77.6	128.7	122.9
Wool.....	183.2	184.0	168.3	168.6	160.3	160.6	70.9	70.8	65.1	64.9	119.3	119.4
Foundries and machine shops.....	211.0	209.6	202.9	199.4	193.2	189.9	209.3	213.3	200.9	202.6	424.7	425.3
1. Foundries.....	193.9	195.4	182.3	186.2	173.6	177.3	138.8	139.3	130.5	132.6	253.0	259.4
2. Machines and machine tools.....	211.5	210.7	207.7	206.2	197.8	196.4	217.7	219.8	213.8	215.0	452.2	453.2
3. Heavy equipment.....	200.3	196.3	192.9	184.3	183.7	175.5	202.2	209.4	194.7	196.6	390.0	385.9
4. Hardware and small parts.....	219.1	218.9	214.2	209.3	204.0	199.3	181.8	183.1	177.6	174.9	389.4	383.2
5. Other products.....	209.8	209.5	203.9	202.6	194.2	193.0	236.6	240.9	229.7	233.0	482.4	488.1
25 INDUSTRIES.....	199.3	199.6	185.3	185.7	176.5	176.9	194.8	196.4	125.0	126.4	249.8	253.3

NOTE: No basic 1923 data are available, hence no indexes are given for the following: Rayon producing, rubber tires and tubes, other rubber products, woolen and worsted goods, other woolen products, cement, petroleum refining, "27 Industries," aircraft and shipbuilding.

See footnotes on page 369.

were at a new peak level, as were weekly earnings which averaged \$41.25 in October. Both groups of wage earners received higher hourly and weekly earnings and worked more hours in October.

Hourly earnings of all wage earners in the petroleum refining industry rose in October largely as a result of higher earnings received by skilled male workers. Although there were fewer skilled workers, they worked more hours and received higher hourly earnings. Increased employment among the unskilled group offset the effect of longer working hours for this group and their hourly earnings declined. Because skilled workers represent more than 90% of all wage earners in the industry, the averages for all workers reflect the trends of that group. Hourly earnings at \$1.300 in October had been exceeded only in July of this year and weekly earnings at \$62.50 were higher than ever before.

AIRCRAFT AND SHIPBUILDING

Aircraft workers received \$1.199 an hour in October which represents a fractional reduction from the September average. The number of hours worked in one week in October averaged 45.9, or 1.1%

more than in September. The seeming paradox of longer working hours and lower hourly earnings occurs because employment of unskilled male workers was increased in the month period. The new workers were undoubtedly hired at beginners' rates and served to reduce the average for unskilled workers 1.5%. In addition, female wage earners worked a slightly shorter work week and their hourly earnings were lower. Because these two groups of lower-paid workers represented a larger proportion of all workers in October than they had in September, the average hourly earnings for all wage earners combined were lower despite more hours worked. Weekly earnings rose to a new peak level of \$55.09.

On the other hand, hourly earnings of shipyard workers rose in October because higher-paid skilled workers were a larger proportion of all wage earners in the industry in that month.

A larger rise in hourly earnings of all wage earners might have been expected from the substantial increase in the length of the work week. Work on Labor Day at premium rates, however, had advanced hourly earnings in September in spite of a decline in hours in that month. There-

fore, in October when no holiday occurred and the first forty hours of work were compensated at straight-time rates, hourly earnings rose only slightly even though the work week was substantially longer.

Skilled male shipyard workers received slightly higher hourly earnings because their work week was longer in October. Reductions in the earnings of female and unskilled male workers were more than offset by the increase in those of the numerically larger group of skilled workers. In October, hourly earnings of all wage earners were at a peak level at \$1.376 and weekly earnings were higher than in any previous month, \$65.44.

LABOR STATISTICS IN OCTOBER

Hourly earnings declined 0.2% in October to \$1.078. In the year since October, 1943, they have increased 4.1% and since 1929 the advance has amounted to 82.7%.

Weekly earnings at \$49.32 in October were 0.2% below the September level, 3.9% more than a year before and 72.7% higher than the 1929 average.

"Real" weekly earnings were 0.2% lower in October. But the quantity of goods and services that could be pur-

EARNINGS AND HOURS, UNSKILLED AND SKILLED AND SEMI-SKILLED MALE WAGE EARNERS, OCTOBER, 1944
 NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	UNSKILLED						SKILLED AND SEMI-SKILLED					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	Oct.	Sept.	Oct.	Sept.	Oct.	Sept.	Oct.	Sept.	Oct.	Sept.	Oct.	Sept.
Agricultural implement.....	\$.967	\$.958	\$46.17	\$46.18	47.7	48.1	\$1.208	\$1.214	\$57.15	\$57.67	47.3	47.5
Automobile ¹	1.115	1.107 ^r	48.31	48.44 ^r	43.3	43.8 ^r	1.402	1.405 ^r	62.66	63.24 ^r	44.7	45.0 ^r
Boot and shoe.....	.473	.475	21.22	21.54	44.9	45.4	.933	.928	40.94	41.05	43.9	44.2
Chemical.....	.961 ^c	.970 ^c	45.11 ^c	44.85 ^c	47.0 ^c	46.2 ^c	1.242 ^c	1.254 ^c	57.36 ^c	57.17 ^c	46.2 ^c	45.6 ^c
Rayon producing ².....	.808	.806 ^r	34.11	34.14 ^r	42.2	42.3	1.039	1.036 ^r	45.73	45.68 ^r	44.0	44.1
Cotton—North.....	.762	.746	36.39	34.97	47.8	46.9	.914	.910	44.18	42.50	48.3	46.7
Electrical manufacturing.....	.917	.917	42.42	42.48	46.3	46.3	1.353	1.354	64.97	64.79	48.0	47.8
Furniture ³.....	.894	.909	40.95	42.89	45.8	47.2	1.111	1.101	52.15	52.70	46.9	47.9
Hosiery and knit goods.....	.776	.763	36.21	36.05	46.6	47.2	1.161	1.161	52.33	52.42	45.1	45.2
Iron and steel ⁴.....	.920	.946	41.83	43.80	45.5	46.3	1.254	1.283	58.82	61.45	46.9	47.9
Leather tanning and finishing.....	.718	.704	33.34	32.45	46.4	46.1	1.009	1.012	47.29	47.55	46.9	47.0
Lumber and millwork.....	.804	.789	35.94	34.58	44.7	43.8	1.215	1.231	56.19	58.67	46.3	47.7
Meat packing.....	.790	.802	39.58	39.27	50.1	49.0	1.038	1.045	52.52	52.38	50.6	50.1
Paint and varnish.....	.854 ^c	.859 ^c	42.73 ^c	41.48 ^c	50.0 ^c	48.3 ^c	1.185 ^c	1.142 ^c	55.01 ^c	54.48 ^c	48.5 ^c	47.7 ^c
Paper and pulp.....	.771	.769	37.31	37.81	48.4	49.2	1.009	1.007	51.54	52.16	51.1	51.8
Paper products.....	.758	.770	30.12	32.14	39.7	41.8	1.103	1.101	52.96	52.78	48.0	47.9
Printing—book and job.....	.872	.876	38.08	38.10	43.7	43.5	1.411	1.377	62.80	63.09	44.5	45.8
Printing—news and magazine.....	.815	.853	31.46	33.68	38.6	39.5	1.391	1.389	59.55	60.03	42.8	43.2
Rubber.....	1.055	1.041	50.32	49.14	47.7	47.2	1.370	1.364	66.32	66.14	48.4	48.5
1. Rubber tires and tubes.....	1.095	1.082	52.12	50.75	47.6	46.9	1.440	1.445	68.93	69.83	47.9	48.3
2. Other rubber products.....	.770	.763	37.41	37.53	48.6	49.2	1.227	1.203	60.81	58.71	49.5	48.8
Wool.....	.810	.806	35.91	35.52	44.3	44.1	1.074	1.080 ^r	49.77	49.90 ^r	46.3	46.7 ^r
1. Woolen and worsted goods.....	.822	.821	35.87	35.20	43.6	42.9	1.049	1.060	49.54	49.77	47.2	46.9
2. Other woolen products ⁵.....	.782	.772	36.00	36.31	46.0	47.0	1.102	1.102 ^r	50.00	50.04 ^r	45.4	45.47 ^r
Foundries and machine shops.....	.993	.987	47.63	46.96	48.0	47.6	1.309	1.298	63.58	62.56	48.6	48.2
1. Foundries.....	.948	.951	44.78	45.28	47.2	47.6	1.223	1.232	58.68	60.13	48.0	48.8
2. Machines and machine tools.....	1.043	1.039	52.66	52.24	50.5	50.3	1.250	1.247	62.50	62.43	50.0	50.1
3. Heavy equipment.....	.994	.974	46.61	44.65	46.9	45.8	1.422	1.391	67.87	65.17	47.7	46.9
4. Hardware and small parts.....	.952	.948	46.66	44.87	49.0	47.3	1.261	1.260	61.78	60.66	49.0	48.2
5. Other products.....	1.010	1.010	47.99	48.18	47.5	47.7	1.270	1.267	61.97	61.42	48.8	48.5
24 INDUSTRIES⁶.....	\$.899	\$.897	\$41.53	\$41.36	46.2	46.1	\$1.240	\$1.241^r	\$58.35	\$58.62^r	47.1	47.2
Cement.....	\$.777	\$.772	\$33.98	\$33.95	43.7	43.2	\$.920	\$.918	\$42.14	\$41.46	45.8	45.2
Petroleum refining.....	.976	.980	43.65	42.75	44.7	43.6	1.332	1.326	64.52	62.34	48.4	47.0
26 INDUSTRIES⁶.....	\$.898	\$.897	\$41.48	\$41.31	46.2	46.0	\$1.239	\$1.240	\$58.32	\$58.55^r	47.1	47.2
Aircraft.....	\$1.114	\$1.131	\$49.58	\$49.52	44.5	43.8	\$1.322	\$1.323	\$63.66	\$62.24	48.1	47.0
Shipbuilding.....	.983	.985	45.71	44.24	46.5	44.9	1.438	1.436	68.77	67.95	47.8	47.3

NOTE: The wage data here given are for cash payments only and do not take into consideration the value of such wage equivalents as reduced or free house rents or other special services rendered by the company to employees. Various forms of wage equivalents are in use in industrial establishments in many localities, but the part which they play as compensation for work performed cannot be taken into account in a study of this character.

¹Based on data collected by the Automobile Manufacturers Association and THE CONFERENCE BOARD.

²Based on data collected by the Textile Economics Bureau, Inc. and THE CONFERENCE BOARD.

³Includes wood, metal, and upholstered household and office furniture.

⁴Based on data collected by the American Iron and Steel Institute and THE CONFERENCE BOARD. Beginning January, 1944, average weekly

chased with dollar weekly earnings at 176.5 (1923=100) was 2.4% more than in October of last year.

Hours per week remained unchanged in October at the August and September level of 45.6 hours. They were 0.1 hours, or 0.2%, longer than in the same month of 1943.

Employment in October was curtailed 1.2%. The October average of 134.8 (1923=100) was 10.0% less than that of October, 1943.

Man hours were reduced 1.1% to 125.0 (1923=100) in October and fell 9.7% below the average a year before. Since 1929, however, man hours have been increased 26.0%.

Payrolls at 249.8 (1923=100) in October were 1.4% lower than in September and 6.5% lower than the October, 1943, level. Since 1929, payrolls have been increased 130.4%.

Wage earners in the twenty-five indus-

earnings and average hours per week are derived from the average number of wage earners and are not strictly comparable with those for previous months which were derived from the total number of wage earners in one week.

⁵Principally rugs.

Silk and rayon industry not included, as adequate data for unskilled and skilled groups are not available for this industry.

Indexes of "real" earnings are based upon THE CONFERENCE BOARD's indexes of the cost of living in the United States on prewar budgets.

^bNot published from January, 1942 through May, 1944. Indexes for the intervening period available on request. This step is consistent with security policies now in effect for Federal Government agencies.

^cNot comparable with data prior to August, 1944.

^rRevised.

tries worked 45.6 hours per week in October and averaged \$1.078 for each hour of work with a resultant \$49.32 for a week. Because living costs did not change from September to October, "real" weekly earnings declined 0.2%, the same percentage as dollar weekly earnings. Lower employment is reflected in both man hours and payrolls which fell substantially below the averages for October, 1943.

ETHEL B. DUNN
Division of Labor Statistics

Earnings and Hours in the Gas and Electricity Industries, January and July, 1944

COUNTRY-WIDE averages for hourly and weekly earnings of wage earners in the production and distribution of gas and electricity were at new peak levels in July, 1944, according to THE CONFERENCE BOARD's regular semi-annual survey. The number of hours worked in one week in each industry was greater than at any other survey since January, 1932.

Regional Averages Up

Hourly and weekly earnings of workers in the electricity industry rose to new

the East and Middle West but were curtailed in the South and Far West.

GAS

The United States average for hourly earnings of workers in the manufacture and distribution of gas rose 2.7% in July, 1944; to a new peak level of \$1.012 because of longer working hours. Higher hourly earnings were received by workers in each of the regions as well. The largest gain was that of 2.8% in the earnings of workers in the South. It resulted both

the Far West, where they averaged \$1.127, continued higher than in the other regions.

Weekly earnings of wage earners in the gas industry rose 4.4% in July and averaged \$46.44, a new high level for the series. The rise from January to July resulted from longer working hours and higher hourly earnings averaged by both unskilled and skilled workers. The United States averages for hourly earnings in July were higher for each job classification as well. The average work week was longer in July for every job classification

TABLE 1: EARNINGS AND HOURS IN PRODUCTION AND DISTRIBUTION OF GAS AND ELECTRICITY BY SKILL
JANUARY AND JULY, 1944
Source: THE CONFERENCE BOARD

Date and Region	ALL WAGE EARNERS								UNSKILLED					SEMI-SKILLED AND SKILLED												
	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Indexes, 1923 = 100				Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Indexes, 1923 = 100				Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Indexes, 1923 = 100								
				Hourly Earnings		Weekly Earnings					Hourly Earnings		Weekly Earnings						Indexes, 1923 = 100							
				Actual	Real	Actual	Real				Actual	Real	Actual	Real				Hourly Earnings	Weekly Earnings							
GAS																										
January, 1944																										
United States...	\$.985 ^r	\$44.48 ^r	44.6	184.5 ^r	177.6 ^r	170.9 ^r	164.5 ^r	\$.784 ^r	\$33.80 ^r	43.1	174.6 ^r	162.7 ^r	\$1.024 ^r	\$45.97 ^r	44.9	178.4 ^r	157.1 ^r									
East.....	.992 ^r	43.34 ^r	43.7	a	a	a	a	.819 ^r	35.11 ^r	42.9	a	a	1.024	44.87	43.8	a	a									
South.....	.863	40.53	47.0 ^r	a	a	a	a	.600 ^r	25.31	42.2 ^r	a	a	.963	47.28	49.1	a	a									
Middle West..	1.002	44.97	44.9	a	a	a	a	.828	36.15	43.6	a	a	1.030	46.41	45.1	a	a									
Far West....	1.097	53.73	49.0	a	a	a	a	.933 ^r	43.96 ^r	47.1	a	a	1.128 ^r	55.64 ^r	49.3	a	a									
July, 1944																										
United States...	1.012	46.44	45.3	189.5	180.5	178.4	169.9	.807	35.27	43.7	179.7	169.8	1.047	47.73	45.6	182.4	163.1									
East.....	1.010	44.40	44.0	a	a	a	a	.828	35.54	43.0	a	a	1.040	45.86	44.1	a	a									
South.....	.887	40.82	46.0	a	a	a	a	.683	28.17	42.5	a	a	.964	45.67	47.4	a	a									
Middle West..	1.024	48.23	47.1	a	a	a	a	.839	38.98	46.4	a	a	1.053	49.71	47.2	a	a									
Far West....	1.127	53.44	47.4	a	a	a	a	.904	38.90	43.0	a	a	1.150	55.16	48.0	a	a									
ELECTRICITY																										
January, 1944																										
United States...	\$1.104 ^r	\$48.95 ^r	44.0	181.0 ^r	174.2 ^r	165.6 ^r	159.4 ^r	\$.797 ^r	\$34.69 ^r	43.5 ^r	167.1 ^r	168.9 ^r	\$1.165 ^r	\$51.35 ^r	44.1	182.9	161.9									
East.....	1.143 ^r	49.76 ^r	43.5	a	a	a	a	.866 ^r	37.62 ^r	43.4	a	a	1.188	51.76	43.6	a	a									
South.....	.978	43.92	44.9	a	a	a	a	.841	27.87	43.5	a	a	1.083	49.29	45.5	a	a									
Middle West..	1.141	49.48	43.4	a	a	a	a	.897	38.48	42.9	a	a	1.180	51.27	43.4	a	a									
Far West....	1.139 ^r	53.29 ^r	46.8 ^r	a	a	a	a	.796 ^r	37.70 ^r	47.3 ^r	a	a	1.212	56.57 ^r	46.7 ^r	a	a									
July, 1944																										
United States...	1.136	51.93	45.3	186.2	177.3	175.7	167.3	.822	36.43	44.3	172.3	177.4	1.189	54.11	45.5	186.7	170.6									
East.....	1.158	51.50	44.5	a	a	a	a	.872	38.27	43.9	a	a	1.198	53.39	44.6	a	a									
South.....	1.040	48.30	46.4	a	a	a	a	.681	30.69	45.1	a	a	1.181	52.91	46.8	a	a									
Middle West..	1.166	52.97	45.4	a	a	a	a	.904	39.46	43.7	a	a	1.206	55.13	45.7	a	a									
Far West....	1.170	56.63	48.4	a	a	a	a	.840	39.10	46.5	a	a	1.227	59.84	48.8	a	a									

NOTE: This table brings up to date figures published in *The Conference Board Management Record*, June, 1944, p. 162.
^rRevised.

peak levels in each of the individual regions as well, and working hours were expanded. In the gas industry, only hourly earnings increased in all regions. Weekly earnings declined slightly in the Far West but advanced to new peaks in the other regions. Working hours were longer in

from higher basic wage rates and from a larger proportion of higher-paid skilled workers. Despite the rise to a new peak level of \$.887 for that region, hourly earnings remained lower than those in any of the other regions and 12.4% below the country-wide average. Hourly earnings in

except skilled workers in inside production, and the drop for this group was small.

New peak levels of weekly earnings were reached in all regions except the Far West where a shorter work week in July reduced weekly earnings below the January level. Weekly earnings in the West, at

TABLE 2: EARNINGS AND HOURS IN PRODUCTION AND DISTRIBUTION OF GAS AND ELECTRICITY
BY JOB CLASSIFICATION, JANUARY AND JULY, 1944

Source: THE CONFERENCE BOARD

Date	GAS						ELECTRICITY					
	UNSKILLED			SEMI-SKILLED AND SKILLED			UNSKILLED			SEMI-SKILLED AND SKILLED		
	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner
INSIDE PRODUCTION												
January, 1944.....	\$.815	\$36.84	45.2	\$1.018	\$47.45	46.6	\$.807	\$36.65	45.4	\$1.140 ^r	\$51.49 ^r	45.2
July, 1944.....	.821	37.87	46.1	1.032	47.97	46.5	.838	38.69	46.2	1.167	54.56	46.8
INSIDE MAINTENANCE												
January, 1944.....	\$.844 ^r	\$34.07 ^r	40.4 ^r	\$1.081 ^r	\$47.14 ^r	43.6	\$.826 ^r	\$34.95 ^r	42.3	\$1.190	\$52.90 ^r	44.5
July, 1944.....	.848	34.75	41.0	1.093	48.24	44.1	.852	36.15	42.4	1.198	53.56	44.7
OUTSIDE												
January, 1944.....	\$.719 ^r	\$30.89 ^r	43.0	\$1.002	\$44.16	44.1	\$.738	\$30.81 ^r	41.8 ^r	\$1.181	\$50.25 ^r	42.5 ^r
July, 1944.....	.773	33.62	43.5	1.038	47.27	45.5	.764	33.14	43.4	1.211	53.98	44.6

NOTE: This table brings up to date figures published in *The Conference Board Management Record*, June, 1944, p. 163.

^rRevised.

\$53.44, were again higher than those in the other regions.

The United States index of real weekly earnings, that is, the quantity of goods and services that dollar weekly earnings will purchase, also advanced to a new peak level because the increase in dollar earnings has been greater than that in living costs. In fact, "real" weekly earnings of workers in the gas industry have risen 8.3% in the past year and 20.1% since January, 1941.

ELECTRICITY

In July, 1944, workers engaged in the generation and distribution of electricity received more for each hour of work than ever before. Because they worked more hours, their weekly earnings were also at a peak level. The country-wide average of hourly earnings for all wage earners was \$1.136 in July, or 2.9% more than in January. Hourly earnings of unskilled and skilled workers also reached new peak levels in July in the country as a whole as well as in each region. The most important effect of the increase in hourly earnings from January to July of this year was the narrowing of the regional differences in such earnings. Whereas in January, hourly earnings had ranged from 11.4% below the United States average in the South to 3.5% above average in the East, the largest increase in the six-month period occurred in the South and the smallest in the East. As a result, the July average of \$1.040 in the South was only 8.5% below, and that in the Far West of \$1.170 was only 3.0% above, the nationwide average. Similarly, when the averages are examined by job classifica-

tion, the increases for unskilled workers averaged 3.1% while those for skilled workers averaged only 2.1%.

The average number of hours worked by electricity workers in the United States rose 3.0% to 45.3 a week in July and was more than during any month since January, 1932. The average work week for both unskilled and skilled workers was longer in July in the United States as a whole and in each region of the country.

Weekly earnings, showing the combined effect of longer working hours and higher hourly earnings, rose 6.1% from January to July and reached a new peak level of \$51.93 for the country as a whole. Workers in every region of the country received more for a week's work in July. The increases ranged from 3.5% in the East to 10.0% in the South. Weekly earnings of unskilled workers in the country as a whole at \$36.43 have advanced \$11.45 since January, 1941, or 45.8%, and those of skilled workers \$14.86 or 37.9%.

WOMEN IN INDUSTRIES

While data have been collected for female workers in these industries, they represented so small a proportion of all wage earners that separate averages have not been shown. Although the number of women in the gas industry increased from January to July, they comprised only 0.5% of all workers in July. Their earnings and hours rose to \$27.27 a week for 36.0 hours of work at \$.757 an hour.

Similarly, the number of women employed in the generation and distribution of electricity was increased in July but they represented only 0.6% of all wage earners in that month. Their earnings

were \$.775 an hour, \$32.32 a week and their work week consisted of 41.7 hours. The July averages were higher than those in January.

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Division of Labor Statistics

Steel Dismissal Pay

The National War Labor Board recommended in its findings in the steel case that the companies and the union negotiate a severance pay plan for the purpose of compensating employees for the loss of their jobs when plants are closed.

It was brought out in the presentation of the case that, in the steel industry, plants have been built during the war which are more efficient than many of the older plants and that, when the war is over, companies may permanently close down less efficient ones.

The board held that it would be fair and equitable for companies to devote a portion of the benefits arising out of these economies to provide a severance payment for displaced workers. It directed that the companies and union work out plans.

The board approved the principle that particular regard should be given to the regular working forces, rather than to those who have entered the industry for temporary war service. It also approved the principle that severance pay should be limited to employees with a certain seniority and that the older employees in point of service should be entitled to larger severance pay.

The companies and the union are to report back to the board if no agreement is reached in sixty days.

Cost of Living in November

LIVING COSTS of wage earners' families measured by THE CONFERENCE BOARD advanced 0.1% in the month ended November 15 and reached 105.2 (1923=100), a level higher than any attained since February, 1926. The November, 1944, index is 22.3% more than in January, 1941, base month of the "Little Steel" formula, and 1.4% greater than a year ago.

Food Costs

Food costs on a wartime budget, after declining in the two preceding months, remained unchanged in November, while items of the sundries group were higher by 0.4%. Increased coal prices caused the fuel and light component to advance moderately. Rents were not surveyed in November.

Clothing

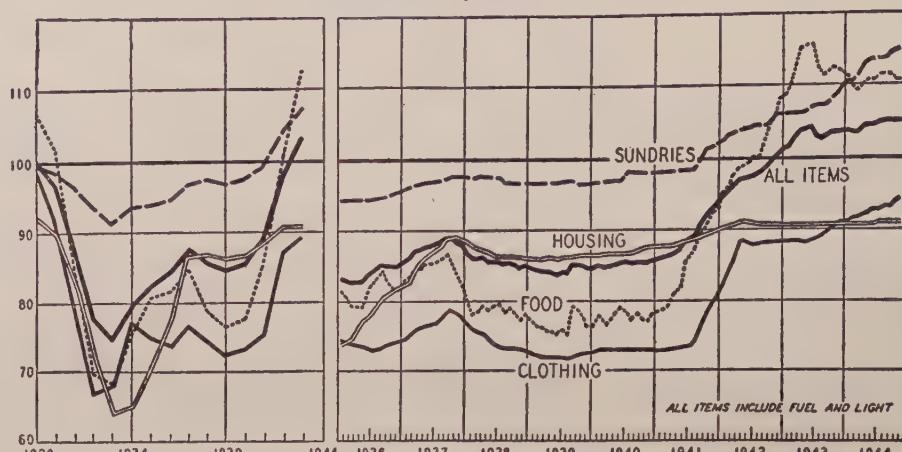
The steady rise in clothing prices, persisting since June, 1943, raised the index for that group to 93.9, a gain of 6.0% spread over eighteen months. During the same period, food costs declined 4.1%. The clothing increase, coupled with rises of 0.2% in rents, 2.9% in fuel and light, and 7.1% in sundries, caused the weighted average of all items to advance 0.9%.

The purchasing value of the 1923 dollar remained at 95.1 cents in November

Cost of Living in the United States

Source: THE CONFERENCE BOARD

Index Numbers, 1923=100



as in October, compared with 96.4 cents a year ago.

INDIVIDUAL CITIES

Cost of living indexes for sixty-four industrial cities are published in November. The revised "all items" and housing figures for Front Royal are now available and may be had upon request.

Total living costs rose over the month in forty-three cities. The more important increases—those of 0.6% or more—occurred in twelve cities: Atlanta, Baltimore, Dayton, Kansas City (Mo.), Los Angeles, Louisville, New Haven, Omaha, Roanoke, San Francisco-Oakland, Spokane and Wausau. In six other cities, Birmingham,

Buffalo, Erie, Joliet, Portland (Ore.), and Richmond, cost of living remained the same from mid-October to mid-November. Declines, ranging from 0.1% to 0.4%, were recorded in fifteen cities.

Year-to-year comparisons in the sixty-four cities indicate advances in all but six cities. In New Orleans, the rise amounted to 4.7% and exceeded that of any other city, while declines during the twelve months were noted in the following cities: Memphis, Newark, Parkersburg (W. Va.), St. Louis, Syracuse, and Wilmington (Del.).

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Division of Labor Statistics

COST OF LIVING ON WARTIME BUDGETS IN THE UNITED STATES, AND PURCHASING VALUE OF THE DOLLAR

Date	Weighted Average of All Items	Food	Housing ¹	Clothing			Fuel and Light			Sundries	Purchasing Value of Dollar
				Total	Men's	Women's	Total ²	Electricity	Gas		
Index Numbers, 1923=100											
1943 November.....	103.7	112.1a	90.8	90.9	100.0	81.7	98.1	67.2	94.6	109.1	96.4
December.....	103.9	111.9	90.8	91.1	100.2	81.9	94.9	67.2	94.6	110.0	96.2
1944 January.....	103.9	111.1	90.8	91.2	100.4	82.0	95.1	67.0	94.6	110.5	96.2
February.....	103.4	109.6	90.8	91.6	101.0	82.1	96.0	67.0	94.6	110.6	96.7
March.....	103.4	109.2	90.8	91.7	101.2	82.2	95.3	67.0	94.6	111.5	96.7
April.....	104.1	110.1	90.8	91.9	101.6	82.2	96.3	67.0	94.6	112.8	96.1
May.....	104.4	110.7	90.8	92.3	101.8	82.8	95.3	67.0	94.6	113.2	95.8
June.....	104.4	110.6	90.8	92.5	101.8	83.1	95.1	67.0	94.6	113.3	95.8
July.....	105.0	111.9	90.9	92.5	101.9	83.1	95.1	66.9	94.5	113.3	95.2
August.....	105.1	111.9	90.9	93.0	102.1	83.9	95.1	66.9	94.5	113.4	95.1
September.....	105.0	111.5	90.9	93.2	102.3	84.0	95.1	66.9	94.5	113.6	95.2
October.....	105.1	111.1b	91.0	93.6	102.4	84.8	95.1	66.9	94.5	114.2	95.1
November.....	105.2	111.1c	91.0	93.9	102.9	84.8	95.2	66.9	94.5	114.7	95.1

Percentage Changes

Oct. 1944 to Nov. 1944.....	+0.1	0	0	+0.3	+0.5	0	+0.1	0	0	+0.4	0
Nov. 1943 to Nov. 1944.....	+1.4	-0.9	+0.2	+3.3	+2.9	+3.8	+2.3	-0.4	-0.1	+5.1	-1.3

^aSince October, 1943; data on housing collected quarterly, January 15, April 15, July 15, and October 15. It is assumed that no change has occurred since October, 1944.

^bBased on food price indexes of THE CONFERENCE BOARD for November 15, 1943.

^cBased on food price indexes for October 12, 1944.

^dBased on food price indexes for November 15, 1944.

COST OF LIVING IN 60 CITIES—WARTIME BUDGETS

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

City	Index Numbers Jan., 1939=100			Percentage Changes		City	Index Numbers Jan., 1939=100			Percentage Changes	
	Nov. 1944	Oct. 1944	Nov. 1943	Oct. 1944 to Nov. 1944	Nov. 1943 to Nov. 1944		Nov. 1944	Oct. 1944	Nov. 1943	Oct. 1944 to Nov. 1944	Nov. 1943 to Nov. 1944
Akron						Chicago					
Food.....	145.5	145.4	149.5	+0.1	-2.7	Food.....	141.4	141.8	140.5	-0.3	+0.6
Housing ¹	113.8	113.8	113.7	0	+0.1	Housing ¹	105.8	105.8	105.8	0	0
Clothing.....	128.9	128.6	123.3	+0.2	+4.5	Clothing.....	133.0	133.0 ^r	126.5	0	+5.1
Fuel and light.....	112.5	112.5	109.0	0	+3.2	Fuel and light.....	98.9	98.9	97.8	0	+1.1
Housefurnishings.....	120.0	118.8	118.4	+1.0	+1.4	Housefurnishings.....	126.2	126.2 ^r	124.9	0	+1.0
Sundries.....	119.3	118.7	115.8	+0.5	+3.0	Sundries.....	116.5	116.6 ^r	113.8	-0.1	+2.8
Weighted Total.....	126.5	126.2	125.7	+0.2	+0.6	Weighted Total.....	123.2	123.3 ^r	121.3	-0.1	+1.6
Atlanta						Cincinnati					
Food.....	150.4	150.7	149.4	-0.2	+0.7	Food.....	137.3	136.9	139.2	+0.3	-1.4
Housing ¹	99.2	99.2	99.2	0	0	Housing ¹	100.9	100.9	100.9	0	0
Clothing.....	129.5	128.8	124.8	+0.5	+3.8	Clothing.....	138.1	138.1	133.3	0	+3.6
Fuel and light.....	113.1	113.1	111.3	0	+1.6	Fuel and light.....	106.0	106.0	103.5	0	+2.4
Housefurnishings.....	124.9	120.7	117.9	+3.5	+5.9	Housefurnishings.....	126.0	127.5	124.1	-1.2	+1.5
Sundries.....	117.7	115.8	113.5	+1.6	+3.7	Sundries.....	112.0	112.0	109.0	0	+2.8
Weighted Total.....	125.8	125.0	123.3	+0.6	+2.0	Weighted Total.....	122.0	121.9	121.0	+0.1	+0.8
Baltimore						Cleveland					
Food.....	150.5	148.9	150.2	+1.1	+0.2	Food.....	140.3	140.3	140.1	0	+0.1
Housing ¹	103.2	103.2	103.2	0	0	Housing ¹	109.7	109.7	109.7	0	0
Clothing.....	133.6	130.4	122.4	+2.5	+9.2	Clothing.....	134.9	134.6 ^r	129.1	+0.2	+4.5
Fuel and light.....	107.5	107.5	105.0	0	+2.4	Fuel and light.....	106.3	105.9	102.8	+0.4	+3.4
Housefurnishings.....	143.5	146.6	133.9	-2.1	+7.2	Housefurnishings.....	132.0	130.3	122.0	+1.3	+8.2
Sundries.....	121.7	121.7	118.7	0	+2.5	Sundries.....	127.4	127.4 ^r	115.4	0	+10.4
Weighted Total.....	129.6	128.8	127.0	+0.6	+2.0	Weighted Total.....	127.1	126.9 ^r	122.7	+0.2	+3.6
Birmingham						Dallas					
Food.....	153.6	153.7	154.6	-0.1	-0.6	Food.....	146.2	144.0	147.6	+1.5	-0.9
Housing ¹	105.7	105.7	105.7	0	0	Housing ¹	105.6	105.6	105.6	0	0
Clothing.....	130.9	130.8 ^r	127.8	+0.1	+2.4	Clothing.....	129.0	128.8	124.1	+0.2	+3.9
Fuel and light.....	108.8	108.8	101.2	0	+2.6	Fuel and light.....	89.1	89.1	89.1	0	0
Housefurnishings.....	121.5	121.5	117.8	0	+3.1	Housefurnishings.....	129.8	131.1	127.9	-1.6	+1.5
Sundries.....	118.3	118.3	112.5	0	+5.2	Sundries.....	115.5	115.5	112.6	0	+2.6
Weighted Total.....	126.8	126.8	124.7	0	+1.7	Weighted Total.....	123.1	122.5	122.1	+0.5	+0.8
Boston						Dayton					
Food.....	137.1	136.3	136.9	+0.6	+0.1	Food.....	144.5	142.8	146.1	+1.2	-1.1
Housing ¹	108.5	108.5	103.5	0	0	Housing ¹	105.9	105.9	105.9	0	0
Clothing.....	129.5	129.8 ^r	126.5	-0.2	+2.4	Clothing.....	125.1	125.1	122.6	0	+2.0
Fuel and light.....	122.9	122.7	121.0	+0.2	+1.6	Fuel and light.....	106.4	106.4 ^r	103.7	0	+2.6
Housefurnishings.....	123.1	123.1	122.5	0	+0.5	Housefurnishings.....	135.7	135.7	127.9	0	+6.1
Sundries.....	116.6	116.6	112.8	0	+3.4	Sundries.....	118.7	117.7	109.6	+0.8	+8.3
Weighted Total.....	123.3	123.0	121.9	+0.2	+1.1	Weighted Total.....	125.0	124.2	122.3	+0.6	+2.2
Bridgeport						Denver					
Food.....	142.7	141.7	137.9	+0.7	+3.5	Food.....	143.5	140.7	147.8	+2.0	-2.9
Housing ¹	106.5	106.5	106.5	0	0	Housing ¹	105.6	105.6	105.6	0	0
Clothing.....	129.0	129.0	125.8	0	+2.5	Clothing.....	131.7	131.6	126.5	+0.1	+4.1
Fuel and light.....	119.9	119.9	115.6	0	+3.7	Fuel and light.....	101.6	101.4	99.0	+0.2	+2.6
Housefurnishings.....	129.2	129.2 ^r	126.4	0	+2.2	Housefurnishings.....	128.6	131.9	124.5	-2.5	+3.3
Sundries.....	126.7	126.7	125.4	0	+1.0	Sundries.....	121.4	121.4	116.7	0	+4.0
Weighted Total.....	127.7	127.3	124.9	+0.3	+2.2	Weighted Total.....	125.1	124.6	124.6	+0.4	+0.4
Buffalo						Des Moines					
Food.....	143.4	143.7	139.6	-0.2	+2.7	Food.....	138.7	136.5	143.1	+1.6	-3.1
Housing ¹	112.3	112.3	112.8	0	-0.4	Housing ¹	105.3	105.3	105.3	0	0
Clothing.....	128.8	128.1 ^r	126.0	+0.5	+2.2	Clothing.....	135.1	134.7 ^r	130.8	+0.3	+3.3
Fuel and light.....	110.3	110.2	106.2	+0.1	+3.9	Fuel and light.....	120.9	120.9	112.0	0	+7.9
Housefurnishings.....	130.4	130.4	125.8	0	+3.7	Housefurnishings.....	126.5	126.6 ^r	123.8	-0.1	+2.2
Sundries.....	123.0	123.0	117.6	0	+4.6	Sundries.....	115.6	115.6	112.6	0	+2.7
Weighted Total.....	127.3	127.3 ^r	124.1	0	+2.6	Weighted Total.....	122.9	122.3	122.1	+0.5	+0.7
Chattanooga						Detroit					
Food.....	157.9	158.5	156.0	-0.4	+1.2	Food.....	149.6	147.8	147.3	+1.2	+1.6
Housing ¹	103.6	103.6	103.0	0	+0.6	Housing ¹	107.0	107.0	107.0	0	0
Clothing.....	124.1	124.1	119.5	0	+3.8	Clothing.....	134.2	133.8 ^r	128.7	+0.3	+4.3
Fuel and light.....	100.7	100.7	90.7	0	+11.0	Fuel and light.....	112.5	112.5	107.8	0	+4.4
Housefurnishings.....	125.9	125.9	121.5	0	+3.6	Housefurnishings.....	127.9	127.5	125.3	+0.3	+2.1
Sundries.....	114.0	114.0	108.0	0	+5.6	Sundries.....	125.9	125.9	120.2	0	+4.7
Weighted Total.....	126.7	126.9	122.9	-0.2	+3.1	Weighted Total.....	129.2	128.5	126.1	+0.5	+2.5

¹Rents surveyed quarterly, January 15, April 15, July 15, October 15. It is assumed no change has occurred since October, 1944.

^rRevised.

COST OF LIVING IN 60 CITIES—WARTIME BUDGETS (Continued)

Source: THE CONFERENCE BOARD

Note: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

City	Index Numbers Jan., 1939=100			Percentage Changes		City	Index Numbers Jan., 1939=100			Percentage Changes	
	Nov. 1944	Oct. 1944	Nov. 1943	Oct. 1944 to Nov. 1944	Nov. 1943 to Nov. 1944		Nov. 1944	Oct. 1944	Nov. 1943	Oct. 1944 to Nov. 1944	Nov. 1943 to Nov. 1944
Duluth						Indianapolis					
Food.....	136.8	136.5	141.3	+0.2	-3.2	Food.....	147.4	147.9	146.3	-0.3	+0.8
Housing ¹	100.2	100.2	100.2	0	0	Housing ¹	107.9	107.9	107.9	0	0
Clothing.....	137.2	136.6 ^r	131.6	+0.4	+4.3	Clothing.....	127.0	127.0 ^r	123.3	0	+3.0
Fuel and light.....	107.5	107.5	105.3	0	+2.1	Fuel and light.....	112.0	112.0	108.2	0	+3.5
Housefurnishings.....	144.7	144.7	137.7	0	+5.1	Housefurnishings.....	126.2	126.2	124.7	0	+1.2
Sundries.....	112.7	112.7	110.9	0	+1.6	Sundries.....	121.7	118.5	114.3	+2.7	+6.5
Weighted Total.....	122.0	121.8 ^r	121.9	+0.2	+0.1	Weighted Total.....	126.9	126.3 ^r	123.9	+0.5	+2.4
Erie, Pa.						Kansas City, Mo.					
Food.....	150.9	151.3 ^r	153.8	-0.3	-1.9	Food.....	134.6	132.7	135.7	+1.4	-0.8
Housing ¹	110.0	110.0	109.9	0	+0.1	Housing ¹	105.5	105.5	105.2	0	+0.3
Clothing.....	144.2	143.2	134.8	+0.7	+7.0	Clothing.....	132.1	131.4 ^r	124.8	+0.5	+5.8
Fuel and light.....	113.0	113.0	109.7	0	+3.0	Fuel and light.....	109.5	109.5	108.7	0	+0.7
Housefurnishings.....	131.1	131.5	129.8	-0.3	+1.0	Housefurnishings.....	124.1	124.1	121.3	0	+2.3
Sundries.....	125.0	125.0	119.0	0	+5.0	Sundries.....	123.8	122.3	116.3	+1.2	+6.4
Weighted Total.....	131.2	131.2 ^r	129.7	0	+1.2	Weighted Total.....	123.8	122.2	120.6	+0.9	+2.2
Fall River						Lansing					
Food.....	137.4	136.3	137.4	+0.8	0	Food.....	166.5	166.3 ^r	165.1	+0.1	+0.8
Housing ¹	104.3	104.3	104.3	0	0	Housing ¹	98.0	98.0	98.0	0	0
Clothing.....	135.8	134.8 ^r	128.1	+0.7	+6.0	Clothing.....	127.9	127.9	126.7	0	+0.9
Fuel and light.....	117.2	116.9 ^r	115.5	+0.3	+1.5	Fuel and light.....	105.3	105.3 ^r	102.1	0	+3.1
Housefurnishings.....	122.8	120.7 ^r	114.8	+1.7	+7.4	Housefurnishings.....	139.5	136.1	135.0	+2.5	+3.3
Sundries.....	125.1	125.1	116.6	0	+7.3	Sundries.....	126.2	125.7	118.5	+0.4	+6.5
Weighted Total.....	125.9	125.8 ^r	122.6	+0.5	+2.7	Weighted Total.....	130.7	130.4 ^r	128.1	+0.2	+2.0
Front Royal, Va.						Los Angeles					
Food.....	162.2	162.8	166.4	-0.4	-2.5	Food.....	152.8	150.7 ^r	151.8	+1.4	+0.7
Housing ¹	107.3	107.3	107.3	0	0	Housing ¹	106.2	106.2	104.6	0	+1.5
Clothing.....	146.6	146.6	139.9	0	+4.8	Clothing.....	124.8	124.9	124.5	-0.1	+0.2
Fuel and light.....	112.2	112.2	103.9	0	+8.0	Fuel and light.....	93.4	93.4	93.4	0	0
Housefurnishings.....	133.7	133.7	133.5	0	+0.1	Housefurnishings.....	120.9	120.9	120.3	0	+0.5
Sundries.....	114.0	114.0	109.8	0	+3.8	Sundries.....	120.0	119.1	116.0	+0.8	+3.4
Weighted Total.....	125.5	125.7	124.2	-0.2	+1.0	Weighted Total.....	126.7	125.8 ^r	125.0	+0.7	+1.4
Grand Rapids						Louisville					
Food.....	147.3	145.8	150.4	+1.0	-2.1	Food.....	143.5	143.0	146.5	+0.3	-2.0
Housing ¹	106.5	106.5	106.5	0	0	Housing ¹	103.9	103.9	108.9	0	0
Clothing.....	136.9	136.7	127.3	+0.1	+7.5	Clothing.....	125.3	125.2 ^r	121.3	+0.1	+3.3
Fuel and light.....	111.5	111.5	108.9	0	+2.4	Fuel and light.....	113.4	113.4	110.9	0	+2.3
Housefurnishings.....	143.5	143.0	136.1	+0.3	+5.4	Housefurnishings.....	136.0	136.0	127.9	0	+6.3
Sundries.....	121.5	121.1	117.7	+0.3	+3.2	Sundries.....	112.5	110.3	109.4	+2.0	+2.8
Weighted Total.....	128.2	127.6	126.6	+0.5	+1.3	Weighted Total.....	124.3	123.6 ^r	123.6	+0.6	+0.6
Green Bay, Wis.						Macon					
Food.....	132.0	132.6	133.1	-0.5	-0.8	Food.....	150.4	151.4	154.9	-0.7	-2.5
Housing ¹	102.8	102.8	100.4	0	+2.4	Housing ¹	114.2	114.2	115.9	0	-1.5
Clothing.....	135.9	135.5 ^r	129.0	+0.3	+5.3	Clothing.....	129.8	130.3	123.1	-0.4	+5.4
Fuel and light.....	108.8	108.9	106.8	-0.1	+1.9	Fuel and light.....	101.5	101.5	98.9	0	+2.6
Housefurnishings.....	130.7	133.9	123.4	-2.4	+5.9	Housefurnishings.....	153.4	148.9	137.5	+3.0	+11.6
Sundries.....	116.3	116.3	112.5	0	+3.4	Sundries.....	119.1	119.2 ^r	117.0	-0.1	+1.8
Weighted Total.....	121.4	121.7 ^r	119.0	-0.2	+2.0	Weighted Total.....	129.7	130.0 ^r	128.8	-0.2	+0.7
Houston						Meadville, Pa.					
Food.....	142.2	142.4	142.1	-0.1	+0.1	Food.....	146.4	146.2	148.8	+0.1	-1.6
Housing ¹	105.7	105.7	105.7	0	0	Housing ¹	110.8	110.8	110.8	0	0
Clothing.....	128.5	128.1 ^r	126.1	+0.3	+1.9	Clothing.....	120.5	120.0	117.4	+0.4	+2.6
Fuel and light.....	84.8	84.8	86.4	0	-1.9	Fuel and light.....	112.1	112.1	110.2	0	+1.7
Housefurnishings.....	126.0	118.9 ^r	114.7	+6.0	+9.9	Housefurnishings.....	136.7	140.0	133.6	-2.4	+2.3
Sundries.....	117.2	117.2	110.5	0	+6.1	Sundries.....	126.0	124.8	120.7	+1.0	+4.4
Weighted Total.....	122.2	121.9	119.5	+0.2	+2.3	Weighted Total.....	127.2	126.9	126.2	+0.2	+0.8
Huntington, W. Va.						Memphis					
Food.....	149.8	149.7	150.2	+0.1	-0.3	Food.....	154.5	155.9	160.2	-0.9	-3.6
Housing ¹	111.7	111.7	111.7	0	0	Housing ¹	108.4	108.4	109.4	0	-0.9
Clothing.....	128.4	128.0	128.8	+0.3	+3.7	Clothing.....	136.8	136.1	130.5	+0.5	+4.8
Fuel and light.....	100.0	100.0	100.0	0	0	Fuel and light.....	98.4	98.4	98.3	0	+0.1
Housefurnishings.....	132.1	129.2	126.2	+2.2	+4.7	Housefurnishings.....	128.4	128.4	128.8	0	-0.3
Sundries.....	112.6	112.6	111.5	0	+1.0	Sundries.....	109.2	109.3	107.5	-0.1	+1.6
Weighted Total.....	126.7	126.4	125.6	+0.2	+0.9	Weighted Total.....	125.3	125.6	125.9	-0.2	-0.5

¹Rents surveyed quarterly, January 15, April 15, July 15, October 15. It is assumed that no change has occurred since October, 1944.

Revised

COST OF LIVING IN 60 CITIES—WARTIME BUDGETS (Continued)

Source: THE CONFERENCE BOARD

Note: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

City	Index Numbers Jan., 1939 = 100			Percentage Changes		City	Index Numbers Jan., 1939 = 100			Percentage Changes	
	Nov. 1944	Oct. 1944	Nov. 1943	Oct. 1944 to Nov. 1944	Nov. 1943 to Nov. 1944		Nov. 1944	Oct. 1944	Nov. 1943	Oct. 1944 to Nov. 1944	Nov. 1943 to Nov. 1944
Milwaukee											
Food.....	142.6	142.5	140.0	+0.1	+1.9	Parkersburg, W. Va.					
Housing ¹	103.4	103.4	103.4	0	0	Food.....	141.9	143.4	147.5	-1.0	-3.8
Clothing.....	136.2	136.2	132.6	0	+2.7	Housing ¹	104.2	104.2	104.2	0	0
Fuel and light.....	109.8	109.8	107.6	0	+2.0	Clothing.....	125.3	124.7 ^r	124.3	+0.5	+0.8
Housefurnishings.....	132.4	131.1	127.4	+1.0	+3.9	Fuel and light.....	94.6	94.6	94.6	0	0
Sundries.....	118.0	116.9	114.6	+0.9	+3.0	Housefurnishings.....	131.1	129.1	125.7	+1.5	+4.3
Weighted Total.....	124.6	124.2	122.1	+0.3	+2.0	Sundries.....	113.7	112.7	109.5	+0.9	+3.8
Weighted Total.....	124.6	124.2	122.1	+0.3	+2.0	Weighted Total.....	123.6	123.7 ^r	124.1	-0.1	-0.4
Minneapolis						Philadelphia					
Food.....	150.7	151.2	151.8	-0.3	-0.7	Food.....	139.1	140.0	142.6	-0.6	-2.5
Housing ¹	103.7	103.7	103.7	0	0	Housing ¹	102.7	102.7	102.9	0	-0.2
Clothing.....	135.0	134.5	131.4	+0.4	+2.7	Clothing.....	130.9	130.7	128.0	+0.2	+2.3
Fuel and light.....	104.4	104.3	102.1	+0.1	+2.3	Fuel and light.....	110.4	110.3	106.5	+0.1	+3.7
Housefurnishings.....	122.9	122.5 ^r	122.2	+0.3	+0.6	Housefurnishings.....	132.5	132.5	121.1	0	+0.4
Sundries.....	117.1	116.0	114.6	+0.9	+2.2	Sundries.....	123.0	123.0	112.3	0	+9.5
Weighted Total.....	126.3	126.1	125.2	+0.2	+0.9	Weighted Total.....	125.7	126.0	123.4	-0.2	+1.9
Muskegon						Pittsburgh					
Food.....	160.0	159.6	160.9	+0.3	-0.6	Food.....	141.6	142.9	143.4	-0.9	-1.3
Housing ¹	115.2	115.2	115.2	0	0	Housing ¹	105.7	105.7	105.7	0	0
Clothing.....	131.2	131.3 ^r	129.5	-0.1	+1.3	Clothing.....	130.6	130.6 ^r	127.4	0	+2.5
Fuel and light.....	114.6	114.6	113.3	0	+1.1	Fuel and light.....	110.3	110.3	110.2	0	+0.1
Housefurnishings.....	122.2	120.5	120.6	+1.4	+1.3	Housefurnishings.....	121.2	119.4	118.2	+1.5	+2.5
Sundries.....	118.9	117.8	111.4	+0.9	+6.7	Sundries.....	117.2	116.2	112.8	+0.9	+3.9
Weighted Total.....	130.9	130.4 ^r	128.8	+0.4	+1.6	Weighted Total.....	124.1	124.2	123.2	-0.1	+0.7
Newark						Portland, Ore.					
Food.....	135.6	136.8	144.4	-0.9	-6.1	Food.....	147.8	148.1	147.4	-0.2	+0.3
Housing ¹	101.4	101.4	101.4	0	0	Housing ¹	110.0	110.0	110.0	0	0
Clothing.....	127.4	127.5	124.6	-0.1	+2.2	Clothing.....	141.2	140.8	135.7	+0.3	+4.1
Fuel and light.....	102.7	102.7	104.0	0	-1.3	Fuel and light.....	124.7	124.7	124.7	0	0
Housefurnishings.....	135.4	141.9	181.2	-4.6	+8.2	Housefurnishings.....	124.7	122.4	119.9	+1.9	+4.0
Sundries.....	116.8	116.7	114.3	+0.1	+2.2	Sundries.....	113.8	113.8	112.0	0	+1.6
Weighted Total.....	121.6	122.1	124.0	-0.4	-1.9	Weighted Total.....	127.6	127.6	126.1	0	+1.2
New Haven						Providence					
Food.....	137.0	134.9	134.3	+1.6	+2.0	Food.....	143.3	141.9 ^r	140.0	+1.0	+2.4
Housing ¹	105.3	105.3	105.3	0	0	Housing ¹	103.3	103.3	103.3	0	0
Clothing.....	128.7	128.6 ^r	121.4	+0.1	+6.0	Clothing.....	134.0	134.0	126.9	0	+5.6
Fuel and light.....	111.8	111.6	109.7	+0.2	+1.9	Fuel and light.....	115.6	115.6	113.6	0	+1.8
Housefurnishings.....	124.8	124.5	124.4	+0.2	+0.3	Housefurnishings.....	126.5	126.5	126.5	0	0
Sundries.....	109.4	109.4	108.2	0	+1.1	Sundries.....	118.9	118.9	116.9	0	+1.7
Weighted Total.....	120.0	119.3	117.9	+0.6	+1.8	Weighted Total.....	125.1	124.7	122.7	+0.3	+2.0
New Orleans						Richmond					
Food.....	147.4	147.0	150.1	+0.3	-1.8	Food.....	159.1	159.2	154.4	-0.1	+3.0
Housing ¹	110.5	110.5	110.6	0	-0.1	Housing ¹	103.1	103.1	103.1	0	0
Clothing.....	132.5	132.4	130.4	+0.1	+1.6	Clothing.....	131.2	131.2	128.9	0	+1.8
Fuel and light.....	88.2	88.2	88.1	0	+0.1	Fuel and light.....	104.8	104.8	103.7	0	+1.1
Housefurnishings.....	124.2	123.2 ^r	123.4	+0.8	+0.6	Housefurnishings.....	121.2	121.2	121.2	0	0
Sundries.....	120.8	120.7	115.6	+0.1	+4.5	Sundries.....	113.5	113.5	112.2	0	+1.2
Weighted Total.....	129.0	128.7	128.4	+0.2	+4.7	Weighted Total.....	127.1	127.1	124.9	0	+1.8
New York						Roanoke, Va.					
Food.....	146.8	147.9	148.8	-0.7	-1.3	Food.....	151.7	150.0	152.4	+1.1	-0.5
Housing ¹	100.8	100.8	100.8	0	0	Housing ¹	120.3	120.3	119.2	0	+0.9
Clothing.....	119.4	119.5 ^r	116.7	-0.1	+2.3	Clothing.....	132.8	132.8	130.3	0	+1.9
Fuel and light.....	117.2	117.2	112.5	0	+4.2	Fuel and light.....	107.9	107.9	106.5	0	+1.3
Housefurnishings.....	131.9	131.3 ^r	128.7	+0.5	+2.5	Housefurnishings.....	122.0	122.0	121.9	0	+0.1
Sundries.....	116.3	115.3	110.4	+0.9	+5.3	Sundries.....	119.8	118.5	114.7	+1.1	+4.4
Weighted Total.....	124.8	124.9 ^r	123.5	-0.1	+1.1	Weighted Total.....	129.9	129.0	128.2	+0.7	+1.3
Omaha						Rochester					
Food.....	149.6	149.4	148.6	+0.1	+0.7	Food.....	145.9	145.5	147.2	+0.3	-0.9
Housing ¹	100.6	100.6	100.6	0	0	Housing ¹	103.9	103.9	103.9	0	0
Clothing.....	128.6	128.5	124.1	+0.1	+3.6	Clothing.....	132.4	131.9	129.7	+0.4	+2.1
Fuel and light.....	106.5	106.5	105.9	0	+0.6	Fuel and light.....	117.9	117.9	112.2	0	+5.1
Housefurnishings.....	143.8	143.8	138.6	0	+8.8	Housefurnishings.....	135.3	136.0	136.1	-0.5	-0.6
Sundries.....	117.7	115.0	113.5	+2.3	+3.7	Sundries.....	128.8	128.1	124.7	+0.5	+3.3
Weighted Total.....	125.4	124.6	123.2	+0.6	+1.8	Weighted Total.....	127.9	127.6	126.6	+0.2	+1.0

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Rockford, Ill.											
Food.....	144.9	144.7	144.7	-0.3	-0.3	Spokane	144.6	141.0	145.2	+2.6	-0.4
Housing ¹	138.1	138.1	138.0	0	+0.1	Food.....	102.0	102.0	102.0	0	0
Clothing.....	128.6	127.9	123.7	+0.5	+4.0	Housing ¹	124.3	124.1	123.1	+0.2	+1.0
Fuel and light.....	113.1	113.1	111.3	0	+1.6	Clothing.....	133.9	133.9	133.5	0	+0.3
Housefurnishings.....	131.3	131.3	131.3	0	0	Fuel and light.....	133.5	133.5	132.3	0	+0.9
Sundries.....	116.2	116.2	112.5	0	+3.3	Housefurnishings.....	116.8	115.7	113.0	+1.0	+3.4
Weighted Total.....	130.8	130.9	129.4	-0.1	+1.1	Sundries.....	126.6	125.1	125.5	+1.2	+0.9
Sacramento											
Food.....	149.2	148.5	151.0	+0.5	-1.2	Syracuse	141.1	141.3	148.0	-0.1	-4.7
Housing ¹	104.1	104.1	104.1	0	0	Food.....	116.2	116.2	116.2	0	0
Clothing.....	138.1	137.1	128.9	+0.7	+7.1	Housing ¹	133.0	133.0	130.3	0	+2.1
Fuel and light.....	80.8	80.8	80.8	0	0	Clothing.....	114.2	114.2	109.0	0	+4.8
Housefurnishings.....	142.2	144.2	140.1	-1.4	+1.5	Fuel and light.....	131.6	134.3	132.2	-2.0	-0.5
Sundries.....	121.0	121.0	117.0	0	+3.4	Housefurnishings.....	115.7	115.6	113.3	+0.1	+2.1
Weighted Total.....	127.3	127.1	125.6	+0.2	+1.4	Sundries.....	125.3	125.5	126.1	-0.2	-0.6
St. Louis											
Food.....	143.6	143.4	150.1	+0.1	-4.3	Toledo	142.7	143.2	143.2	-0.3	-0.3
Housing ¹	105.8	105.8	106.0	0	-0.2	Food.....	113.0	113.0	109.4	0	+3.3
Clothing.....	129.2	128.6	124.8	+0.5	+3.5	Housing ¹	130.9	130.8	124.6	+0.1	+5.1
Fuel and light.....	115.5	114.7	111.0	+0.7	+4.1	Clothing.....	107.6	107.6	105.2	0	+2.3
Housefurnishings.....	119.4	119.3	118.1	+0.1	+1.1	Fuel and light.....	123.7	123.2	123.0	+0.4	+0.6
Sundries.....	112.4	112.5	109.4	-0.1	+2.7	Housefurnishings.....	127.9	127.9	113.7	0	+12.5
Weighted Total.....	124.0	123.8	124.6	+0.2	-0.5	Sundries.....	127.1	127.3	122.7	-0.2	+3.6
St. Paul											
Food.....	143.6	143.2	146.7	+0.3	-2.1	Wausau, Wis.	152.2	151.7	155.6	+0.3	-2.2
Housing ¹	100.9	100.9	100.9	0	0	Food.....	102.7	102.7	102.7	0	0
Clothing.....	124.8	124.7	121.9	+0.1	+2.4	Housing ¹	138.8	138.4	128.4	+0.3	+8.1
Fuel and light.....	106.8	106.8	104.1	0	+2.6	Clothing.....	109.5	109.5	107.5	0	+1.9
Housefurnishings.....	125.9	125.9	126.4	0	-0.4	Fuel and light.....	136.3	126.2	125.2	+8.0	+8.9
Sundries.....	117.6	116.3	114.8	+1.1	+2.4	Housefurnishings.....	112.0	111.3	110.1	+0.6	+1.7
Weighted Total.....	122.9	122.4	122.6	+0.4	+0.2	Sundries.....	126.3	125.5	124.8	+0.6	+1.2
San Francisco - Oakland											
Food.....	148.8	146.8	149.1	+1.4	-0.2	Wilmington, Del.	138.8	140.3	145.2	-1.1	-4.4
Housing ¹	100.9	100.9	100.9	0	0	Food.....	104.6	104.6	104.6	0	0
Clothing.....	134.5	133.8	128.7	+0.5	+4.5	Housing ¹	132.2	131.6	125.5	+0.5	+5.3
Fuel and light.....	89.8	89.8	89.1	0	+0.8	Clothing.....	104.8	104.8	103.3	0	+1.5
Housefurnishings.....	124.9	122.7 ²	120.7	+2.2	+3.5	Fuel and light.....	123.0	121.9	116.5	+0.9	+5.6
Sundries.....	120.7	120.7	112.9	0	+6.9	Housefurnishings.....	113.7	112.7	111.5	+0.9	+2.0
Weighted Total.....	127.0	126.1	124.0	+0.7	+2.4	Sundries.....	123.2	123.3	123.6	-0.1	-0.3
Seattle											
Food.....	153.1	152.4	153.0	+0.5	+0.1	Youngstown	150.9	150.5	155.7	+0.3	-3.1
Housing ¹	106.5	106.5	106.5	0	0	Food.....	105.6	105.6	105.6	0	0
Clothing.....	128.5	128.4	126.9	+0.1	+1.3	Housing ¹	142.4	141.4	132.9	+0.7	+7.1
Fuel and light.....	108.7	108.7 ²	110.1	0	-1.3	Clothing.....	106.7	106.7	104.6	0	+2.0
Housefurnishings.....	121.4	121.4	120.3	0	+0.9	Fuel and light.....	149.6	148.6	137.0	+0.7	+9.2
Sundries.....	118.3	118.3	115.7	0	+2.2	Housefurnishings.....	113.2	113.2	109.1	0	+3.8
Weighted Total.....	128.1	127.8 ²	127.1	+0.2	+0.8	Sundries.....	128.0	127.7	126.7	+0.2	+1.0

¹Rents surveyed quarterly, January 15, April 15, July 15, October 15. It is assumed no change has occurred since October, 1944.

²Revised.

PERCENTAGE CHANGES, COST OF LIVING IN 4 CITIES—WARTIME BUDGETS

City	Oct. 1944 to Nov. 1944	Nov. 1943 to Nov. 1944	City	Oct. 1944 to Nov. 1944	Nov. 1943 to Nov. 1944	City	Oct. 1944 to Nov. 1944	Nov. 1943 to Nov. 1944	City	Oct. 1944 to Nov. 1944	Nov. 1943 to Nov. 1944
Evansville, Ind.											
Food.....	+1.0	-1.9	Food.....	-0.3	+0.6	Lewistown, Pa.	-0.6	-1.4	Food.....	-1.0	-1.3
Housing ¹	0	0	Housing ¹	0	0	Housing ¹	0	0	Housing ¹	0	+0.3
Clothing.....	+0.7	+2.0	Clothing.....	+0.4	+3.2	Clothing.....	0	+10.0	Clothing.....	+1.1	+4.5
Fuel and light.....	0	+0.2	Fuel and light.....	0	+1.9	Fuel and light.....	+1.1	+7.7	Fuel and light.....	0	-0.4
Housefurnishings.....	+0.7	+1.5	Housefurnishings.....	0	+13.2	Housefurnishings.....	0	+1.0	Housefurnishings.....	0	+3.1
Sundries.....	0	+11.1	Sundries.....	0	+2.3	Sundries.....	+1.4	+3.0	Sundries.....	+2.3	+14.5
W'ghted Total	+0.5	+2.2	W'ghted Total	0	+2.2	W'ghted Total	+0.2	+1.8	W'ghted Total	+0.3	+3.4
¹ Rents surveyed quarterly, January 15, April 15, July 15, October 15. It is assumed no change has occurred since October, 1944.											
² Includes Lockport and Rockdale.											

COST OF LIVING IN 60 CITIES—PREWAR BUDGETS

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939 = 100

	Weighted Total		Food		Housing ^a		Clothing		Fuel-Light		House Furnishings		Sundries	
	Nov. 1944	Oct. 1944	Nov. 1944	Oct. 1944	Nov. 1944	Oct. 1944	Nov. 1944	Oct. 1944	Nov. 1944	Oct. 1944	Nov. 1944	Oct. 1944	Nov. 1944	Oct. 1944
United States^b	105.3	105.0	111.1	110.8	91.0	91.0	93.9	93.6	95.8	95.8	<i>a</i>	<i>a</i>	114.6	114.2
Akron	128.3	127.9	146.2	145.7	113.8	113.8	128.9	128.6	112.5	112.5	119.7	118.7	124.1	123.4
Atlanta	125.7	125.0	148.8	149.0	99.2	99.2	129.5	128.8	113.1	113.1	122.3	119.5	119.6	118.0
Baltimore	129.7	128.9	148.1	146.4	108.2	108.2	133.6	130.4	107.5	107.5	139.9	142.1	125.7	125.7
Birmingham	127.9	127.9	153.0	153.0	105.7	105.7	130.9	130.87	108.9	108.9	120.2	120.2	121.2	121.2
Boston	123.3	123.0	136.4	135.4	108.5	108.5	129.5	129.87	122.8	122.6	122.9	122.9	117.4	117.4
Bridgeport	127.9	127.6	141.7	140.8	106.5	106.5	129.0	129.0	120.0	120.0	128.3	128.2	128.5	128.5
Buffalo	128.2	128.27	143.5	143.7	112.3	112.3	128.8	128.17	110.3	110.2	129.4	129.4	126.1	126.1
Chattanooga	127.6	127.6	158.8	158.9	103.6	103.6	124.1	124.1	100.7	100.7	123.8	123.8	117.0	117.0
Chicago	123.5	123.57	141.5	141.4	105.8	105.8	133.0	133.07	98.9	98.9	125.8	125.87	117.9	117.9
Cincinnati	122.8	122.7	136.7	136.2	100.9	100.9	138.1	138.1	106.0	106.0	125.1	125.9	116.5	116.5
Cleveland	127.7	127.5	139.4	139.1	109.7	109.7	134.9	134.87	106.8	105.9	132.0	130.8	128.5	128.5
Dallas	124.5	124.0	145.7	143.6	105.6	105.6	129.0	128.8	89.1	89.1	129.2	130.1	121.4	121.4
Dayton	125.7	124.9	143.5	141.7	105.9	105.9	125.1	125.1	106.4	106.4	133.4	133.4	122.3	121.4
Denver	126.2	125.3	142.4	139.4	105.6	105.6	131.7	131.6	101.6	101.6	126.4	128.7	124.8	124.8
Des Moines	124.6	124.0	138.1	136.1	105.3	105.3	135.1	134.77	120.9	120.9	125.7	125.77	120.6	120.6
Detroit	129.6	128.9	147.8	145.8	107.0	107.0	134.2	133.87	112.5	112.5	126.2	126.0	129.1	129.1
Duluth	128.5	128.3	137.1	136.7	100.2	100.2	137.2	136.87	107.5	107.5	140.4	140.4	118.0	118.0
Eric, Pa.	131.9	131.97	151.2	151.47	110.0	110.0	144.2	143.2	118.0	118.0	130.7	131.0	127.1	127.0
Fall River	126.3	125.87	137.4	136.3	104.3	104.3	135.8	134.87	117.0	116.87	119.2	117.77	126.7	126.7
Front Royal, Va.	130.4	130.6	162.3	162.8	107.3	107.3	146.6	146.6	112.2	112.2	132.4	132.4	118.1	118.1
Grand Rapids	129.7	129.2	147.3	146.0	106.5	106.5	136.9	136.7	111.5	111.5	140.8	140.5	126.2	126.0
Green Bay, Wis.	122.6	122.8	132.5	132.7	102.8	102.8	135.9	135.5	108.9	108.9	127.6	130.0	120.8	120.8
Houston	123.9	123.6	142.7	142.8	105.7	105.7	128.5	128.17	84.8	84.8	120.7	116.87	122.2	122.2
Huntington, W. Va.	127.1	126.9	147.9	147.6	111.7	111.7	128.4	128.0	100.0	100.0	132.1	129.2	116.9	116.9
Indianapolis	128.2	127.57	146.9	146.8	107.9	107.9	127.0	127.07	112.0	112.0	125.5	125.5	126.0	128.8
Kansas City, Mo.	124.6	123.6	138.8	131.9	105.5	105.5	132.1	131.47	109.5	109.5	123.2	123.2	126.7	125.7
Lansing	131.4	131.2	165.8	165.6	98.0	98.0	127.9	127.9	105.3	105.37	135.6	133.7	129.7	129.4
Los Angeles	127.1	126.87	150.8	148.87	106.2	106.2	124.8	124.9	93.4	93.4	120.8	120.8	122.9	122.3
Louisville	125.0	124.37	149.1	142.5	103.9	103.9	125.3	125.27	113.4	113.4	134.3	134.3	116.1	114.1
Macon	131.9	132.0	150.2	150.8	114.2	114.2	129.8	130.3	101.5	101.5	142.6	140.1	125.7	125.87
Meadville, Pa.	127.1	126.8	145.2	145.0	110.8	110.8	120.5	120.0	112.1	112.1	134.8	137.3	126.3	125.3
Memphis	126.2	126.5	153.0	154.3	108.4	108.4	136.8	136.1	98.4	98.4	128.2	128.2	114.2	114.3
Milwaukee	125.4	124.9	142.4	141.7	103.4	103.4	136.2	136.2	109.8	109.8	130.4	129.5	122.5	121.6
Minneapolis	127.2	127.0	150.8	151.0	103.7	103.7	135.0	134.5	104.3	104.3	122.7	122.4	122.1	121.3
Muskegon, Mich.	131.5	131.07	159.9	159.3	115.2	115.2	131.2	131.37	114.6	114.6	121.4	120.1	121.5	120.6
Newark	122.4	122.8	135.7	136.6	101.4	101.4	127.4	127.5	102.8	102.8	133.1	137.1	119.7	119.6
New Haven	120.5	119.8	136.5	134.4	105.3	105.3	128.7	128.67	111.9	111.8	124.6	124.4	111.6	111.6
New Orleans	128.8	128.5	146.3	145.8	110.5	110.5	132.5	132.4	88.2	88.2	123.9	123.27	122.3	122.3
New York	124.2	124.2	145.4	145.9	100.8	100.8	119.4	119.57	117.2	117.2	131.2	130.87	116.2	115.2
Omaha	126.6	125.8	148.6	148.2	100.6	100.6	128.6	128.5	106.5	106.5	139.9	139.9	123.2	121.2
Parkersburg, W. Va.	124.9	124.87	142.2	143.4	104.2	104.2	125.3	124.77	94.6	94.6	131.1	129.1	117.3	116.4
Philadelphia	125.9	126.1	138.1	138.6	102.7	102.7	130.9	130.7	110.4	110.3	127.9	127.9	125.4	125.4
Pittsburgh	124.3	124.4	140.1	141.2	105.7	105.7	130.6	130.6	110.3	110.3	119.7	118.6	120.2	119.3
Portland, Ore.	127.9	127.9	145.5	145.9	110.0	110.0	141.2	140.8	124.9	124.9	123.5	121.7	116.9	116.9
Providence	125.6	124.87	142.9	140.67	108.3	108.3	134.0	134.0	115.8	115.8	126.2	126.2	121.3	121.3
Richmond	127.3	127.3	157.3	157.1	103.1	103.1	131.2	131.2	104.8	104.8	121.2	121.2	117.2	117.2
Roanoke, Va.	130.8	130.0	151.4	149.6	120.3	120.3	132.8	132.8	107.9	107.9	122.0	122.0	122.9	122.0
Rochester	128.1	127.7	145.6	145.1	103.9	103.9	132.4	131.9	117.9	117.9	135.5	135.9	129.1	128.4
Rockford, Ill.	132.1	132.0	144.2	143.9	138.1	138.1	128.6	127.9	113.6	113.6	131.3	131.3	122.0	122.0
Sacramento	127.4	127.3	147.9	147.6	104.1	104.1	138.1	137.1	80.8	80.8	142.1	144.1	122.9	122.9
St. Louis	125.0	124.7	143.2	142.7	105.8	105.8	129.2	128.6	115.5	114.7	118.7	118.7	116.9	116.9
St. Paul	123.7	123.3	142.8	142.4	100.9	100.9	124.8	124.7	106.6	106.6	125.8	125.8	121.1	121.1
San Francisco-Oakland	127.2	126.5	146.9	145.3	100.9	100.9	134.5	133.8	89.8	89.8	123.9	121.97	123.4	123.4
Seattle	128.3	128.17	151.2	150.5	106.5	106.5	128.5	128.4	108.7	108.77	120.9	120.9	121.1	121.1
Spokane	126.8	125.3	143.2	139.4	102.0	102.0	124.3	124.1	133.9	133.9	132.9	132.9	119.5	118.5
Syracuse	126.5	126.7	141.2	141.3	116.2	116.2	133.0	133.0	114.2	114.2	130.3	132.3	119.7	119.6
Toledo	128.3	128.4	142.7	143.1	118.0	118.0	130.9	130.8	107.6	107.6	123.3	122.9	127.6	127.6
Wausau, Wis.	127.0	126.1	151.3	150.4	102.7	102.7	138.8	138.4	109.5	109.5	131.7	125.7	117.1	116.5
Wilmington, Del.	124.2	124.2	138.5	139.6	104.6	104.6	132.2	131.6	104.8	104.8	122.7	121.6	117.8	116.6
Youngstown	129.1	128.8	152.6	152.1	105.6	105.6	142.4	141.4	106.7	106.7	143.4	142.7	116.5	116.5

PERCENTAGE CHANGES IN COST OF LIVING IN 4 CITIES, PREWAR BUDGETS

	Oct. 1944 to Nov. 1944	Nov. 1943 to Oct. 1944	Oct. 1944 to Nov. 1944	Nov. 1943 to Oct. 1944	Oct. 1944 to Nov. 1944	Nov. 1943 to Oct. 1944	Oct. 1944 to Nov. 1944	Nov. 1943 to Oct. 1944	Oct. 1944 to Nov. 1944	Nov. 1943 to Oct. 1944	Oct. 1944 to Nov. 1944	Nov. 1943 to Oct. 1944	Oct. 1944 to Nov. 1944	Nov. 1943 to Oct. 1944
Evansville, Ind.	+0.4	+2.3	+0.9	-2.3	0	0	+0.7	+2.0	0	+0.2	+0.7	+1.5	0	+9.6
Joliet, Ill. ^c	0	+2.3	-0.3	+0.4	0	0	+0.4	+3.2	0	+1.9	0	+10.8	0	+2.9
Lewistown, Pa.	+0.1	+1.8	-0.8	-1.4	0	0	0	+10.0	+1.1	+7.7	0	+0.7	+1.1	+2.8
Trenton, N. J.	+0.3													

Strikes and Turnover Rates

INCREASES were shown in October in all the strike series for which preliminary estimates have been released by the Bureau of Labor Statistics. There were 440 new strikes in the month of October as compared with 390 in the previous month and 287 in October, 1943. This represents an increase of 12.8% over the month and an increase over the year of 53.3%. The number of workers involved in these strikes was 220,000 in October, 1944, a rise of 18.9% over the 185,000 involved in September. The increase from October, 1943, when 121,000 were idle, to October, 1944, was 81.8%.

There were 690,000 man days lost in

October, 1944, 660,000 in September, 1944, and 680,000 in October, 1943.

A large number of strikes occurred in November, according to information appearing in the press and several were serious in their effect on the war effort. A tabulation will be found in the accompanying table.

TELEPHONE STRIKE

One of the outstanding strikes of the month was the telephone operators' strike which started on November 17 in Dayton, Ohio, and spread to at least twenty-seven other communities, including Cleveland, Youngstown, Akron, Detroit, and Wash-

ington, D. C., before it was halted on November 23. The Ohio group of the National Federation of Telephone Workers, an independent union, called out their members at the Ohio Bell Telephone Company in protest of an average payment of \$18.25 weekly for living expenses to operators who had been brought in to Dayton to handle the extra rush of business. There were 105 girls receiving the additional sum, some of whom the union claimed had been living there for two and a half years.

The various branches of the union work very closely together and it was only a short time before the strike spread to other communities. In a majority of cases, only long-distance calls were disrupted, since most local dial systems are completely automatic. Many groups of workers voted "moral support," while others disapproved of the strike.

STRIKES, TURNOVER RATES AND PRODUCTION

Date	All Occupations			Production ¹ (1935-1939 =100)	Manufacturing						
	Strikes ²		Man Days Idle During Period (Thousands)		Turnover Rate per 100 Employees ³					Accessions ⁴	
	Beginning in Period	Number			Total	Quits ⁴	Miscella- neous ⁴	Discharges ⁴	Layoffs ⁴		
	Workers Involved (Thousands)										
1930	637	183	3,317	90	59.65	18.64	5.04	35.97	37.02		
1931	810	342	6,893	74	48.38	11.39	2.72	34.27	36.59		
1932	841	324	10,502	57	51.98	8.34	1.96	41.68	39.82		
1933	1,695	1,168	16,872	68	45.38	10.66	2.49	32.23	65.20		
1934	1,856	1,467	19,592	74	49.17	10.67	2.24	36.26	56.91		
1935	2,014	1,117	15,456	87	42.74	10.37	2.29	30.08	50.05		
1936	2,172	789	13,902	104	40.35	13.02	2.63	24.70	52.16		
1937	4,740	1,861	28,425	113	53.11	14.97	2.38	35.76	42.59		
1938	2,772	688	9,148	87	49.22	7.46	1.29	40.47	46.16		
1939	2,613	1,171	17,812	109	37.71	9.52	1.52	26.67	48.85		
1940	2,508	577	6,701	126	40.27	10.93	1.61	1.84	25.89	52.72	
1941	4,288	2,363	23,048	168	46.68	23.63	4.15	8.04	15.86	64.51	
1942	2,968	840	4,183	212	77.66	45.09	15.04	4.66	12.87	91.62	
1943a	3,752	1,981	13,501	258	86.86	62.11	10.56	7.12	7.07	89.64	
1943 September	237	67	210	267	8.1	6.3	.7	.6	.5	7.7	
October	287	121	1,013	269	7.0	5.2	.7	.6	.5	7.2	
November	325	136	2,863	268	6.4	4.5	.6	.6	.7	6.6	
December	355	263	787	258	6.6	4.4	.6	.6	1.0	5.2	
1944 January	330	110	625	259	6.7	4.6	.6	.7	.8	6.5	
February	330	115	470	259	6.6	4.6	.6	.8	.8	5.5	
March	360	115	415	257	7.4	5.0	.8	.7	.9	5.8	
April	435	155	580	255	6.8	4.9	.7	.6	.6	5.5	
May	610	290	1,400	252	7.1	5.3	.7	.6	.5	6.4	
June	500	155	680	252	7.1	5.4	.5	.7	.5	7.6	
July	470	145	680	248	6.6	5.0	.4	.7	.5	6.3	
August	485	190	935	251	7.8	6.2	.4	.7	.5	7.3	
September	390	185	660	250	p7.5	p6.0	p.3	p.6	p.6	p6.0	
October	p440	p220	p690	p248	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	

NOTE: For back figures, see *The Conference Board Management Record*, June, 1944, p. 170.

¹United States Bureau of Labor Statistics.

²Federal Reserve annual production data are averages of monthly figures.

³A separation is a termination of employment of any of the following kinds: quit, layoff, discharge, or miscellaneous. Transfers from one plant to another of the same company are not considered as accessions or separations.

⁴A quit is a termination of employment, generally initiated by the worker because of his desire to leave, but sometimes due to his physical incapacity. Beginning with January, 1940, separate rates were computed for miscellaneous separations; i. e., separations due to death, permanent disability, retirements on pensions, and similar reasons. Beginning with September, 1940, workers leaving to enter the Army or Navy were included in miscellaneous separations.

¹A discharge is a termination of employment at the will of the employer, with prejudice to the worker because of some fault on the part of the worker.

²A layoff is a termination of employment at the will of the employer, without prejudice to the worker and of a temporary, indeterminate, or permanent nature. However, a short, definite layoff with the name of the worker remaining on the payroll is not counted as a separation.

³An accession is the hiring of a new employee or the rehiring of an old employee. Transfers from one plant to another of the same company are not considered as accessions or separations.

⁴Data on turnover rates since January, 1943, are not strictly comparable with previously released data. The rates now refer to all employees rather than wage earners only.

^aPreliminary

^bn.a. Not available.

^cRevised.

LABOR DISPUTES ORIGINATING IN NOVEMBER, 1944¹

Organization Affected	Union	Location	Date Begun	Date Ended	Number of Workers Affected	
Manufacturing, Building, and Mining						
Allegheny Ludlum Steel Corporation	CIO	Watervliet, N. Y.	11/20	..	1,200	¹ Incomplete report based on information appearing in the press.
Aluminum Company of America	CIO	Glassmere, Pa.	16	11/17	80	² Operation and maintenance employees.
American Can Company ²	AFL	Geneva, N. Y.	14	..	500-600	³ Mack and Milwaukee Avenue plants.
American Car and Foundry Company	CIO	Berwick, Pa.	29	..	8,500	⁴ Service crew members kept two electric furnaces idle at Duquesne Works.
American Locomotive Company ³	CIO	Schenectady, N. Y.	6	7	100	⁵ River Rouge plant.
Briggs Manufacturing Company ⁴	CIO	Detroit, Mich.	30	12/3	5,800	⁶ Detroit Transmission Division.
Carnegie-Illinois Steel Corporation ⁵	n.a.	Pittsburgh, Pa.	1	..	81	⁷ Clyde No. 2 mine.
Carnegie-Illinois Steel Corporation	CIO	South Chicago, Ill.	26	..	555a	⁸ Alicia No. 3 mine.
Carnegie-Illinois Steel Corporation	CIO	Gary, Ind.	20	11/21	5,500b	⁹ Bumper division.
Chrysler Corporation						¹⁰ Employees of the Evans Electrical Construction Company and Electrical Constructors, Inc., subcontractors.
De Soto-Wyoming plant	CIO	Detroit, Mich.	18	20	6,000	¹¹ Vesta Nos. 4 and 5 mines.
Dodge main plant	CIO	Detroit, Mich.	29	12/2	1,300	¹² MESA workers in twenty-one Detroit plants.
Continental Motors Corporation	CIO	Detroit, Mich.	3	11/6	7,000c	¹³ Painters, electricians, inspectors and shippers.
Ford Motor Company ⁶	CIO	Detroit, Mich.	27	..	7,000d	¹⁴ Crankshaft division.
Fruehauf Trailer Company	CIO	Detroit, Mich.	1	6e	1,200	¹⁵ Ocean mine.
Fruehauf Trailer Company	CIO	Detroit, Mich.	10	..	1,200	¹⁶ Welders at Arlee Street yard.
The General Industries Company	MESA	Elyria, Ohio	3	..	200	¹⁷ Forge division.
General Motors Corporation ⁷	CIO	Detroit, Mich.	1	..	600	¹⁸ McCullough pit.
Goodyear Tire & Rubber Company	CIO	Akron, Ohio	23	..	1,500f	¹⁹ Supervisory employees at five plants located in East Paterson, Fairlawn, Paterson(2) and Wood-Ridge.
Graham-Paige Motors Corporation	CIO	Detroit, Mich.	28	..	3,800g	²⁰ International Railway Company.
Hillman Coal & Coke Company ⁸	n.a.	Fredericktown, Pa.	8	9	400	²¹ Motormen, conductors, collectors and switchmen on the Chicago North Shore & Milwaukee and the Chicago, Aurora & Elgin Railroads.
Hillman Coal & Coke Company ⁹	n.a.	Millsboro, Pa.	6	8	100	²² Dining-room employees in three dining rooms and the cocktail lounge, and room-service employees.
Houdaille-Hershey Corporation ¹⁰	n.a.	Millsboro, Pa.	9	..	n.a.	²³ Salesmen and journeymen handling the movement of fresh fish from wholesalers to retailers.
Ingalls Shipbuilding Corporation ¹¹	CIO	Jackson, Mich.	10	..	350	²⁴ Akron, Bellaire, Bridgeport, Canton, Columbus, Cleveland, Dayton, Dennison, East Liverpool, Findlay, Fostoria, Martins Ferry, Miamisburg, Piqua, Salem, Sandusky, Springfield, Steubenville, Tiffin, Toledo, Urichaville, Wellsville, Winchester, Xenia and Youngstown, Ohio; Detroit, Michigan, and Washington, D. C.
Jones & Laughlin Steel Corporation ¹²	n.a.	Pascagoula, Miss.	9	..	h	²⁵ At Hunter Packing Company and Circle Packing Company.
		California and Vesta-burg, Pa.	7	8	2,500	²⁶ At Swift & Company and Armour & Company.
Key Company	AFL	East St. Louis, Ill.	13	15	160	^a Refusal of fourteen men to work on the cranes made 555 employees idle.
McInerney Spring & Wire Company	CIO	Grand Rapids, Mich.	6	10	500	^b Strike of 39 crane men caused 5,500 to be idle and halted all steel production.
Mechanics ¹³	MESA	Detroit, Mich.	3	5	8,500	^c Strike of 300 in five vital departments caused a total of 7,000 to be idle.
Mesta Machine Company ¹⁴	n.a.	West Homestead, Pa.	16	17	350	^d Strike of 2,687 employees made 7,000 employees idle, closed the production and magnesium foundries, and hampered production in the new steel foundry and foundry machine shop.
Mueller Brass Company	CIO	Port Huron, Mich.	3	6	2,700i	^e Was ended briefly on November 3, but was renewed the same day to enforce re-hiring of two persons involved in original dispute.
Muskegon Motor Specialties Company ¹⁵	CIO	Jackson, Mich.	10	..	600	^f Five machine operators held up the work of 1,500 other employees.
Packard Motor Car Company	CIO	Detroit, Mich.	3	9	39,000j	^g A total of 3,800 employees supported the stand of 28 welders who demanded additional helpers.
Packard Motor Car Company	CIO	Detroit, Mich.	14	14	6,000	^h Work stoppage of several hundred electrical engineers delayed delivery of the first of four ships being built for the Navy.
Pittsburgh Coal Company ¹⁶	n.a.	Pittsburgh, Pa.	8	9	400	ⁱ Strike of 26 tractor drivers caused 2,700 employees to be idle.
St. Louis Shipbuilding & Steel Company ¹⁷	n.a.	St. Louis, Mo.	10	..	175	(Footnotes continued below)
Sealed Power Corporation	CIO	Muskegon, Mich.	9	10	1,500	
Sealed Power Corporation	CIO	Muskegon, Mich.	21	..	1,500k	
Stupp Brothers Bridge & Iron Company	AFL	St. Louis, Mo.	11	13	250	
Timken-Detroit Axle Company ¹⁸	n.a.	Detroit, Mich.	4	6	700	
Westmoreland Coal Company ¹⁹	n.a.	Irwin, Pa.	1	..	357	
Wheeling Steel Corporation	CIO	Portsmouth, Ohio	21	..	4,500	
Wright Aeronautical Corporation	CIO	Lockland, Ohio	30	..	2,000l	
Wright Aeronautical Corporation ²⁰	Ind.	Paterson, N. J.	18	15	m	

^jStrike of 200 metal polishers objecting to upgrading of Negro workers made 39,000 idle.

^kAll production was halted.

^lStrike forced shutdown of two aluminum foundries and curtailed operations in the North shop.

^mWalkout of 1,800 supervisory employees made from 32,000 to 35,000 production employees idle.

ⁿTwo-hour strike made thousands of war plant employees late for work.

^oStrike of 500 operating employees caused layoff of 750 nonoperating employees.

^pTwenty-five fishing boats were tied up at the Boston fish pier.

^qForty concerns, members of Wholesale Fish Dealers Association and New York Fish Dealers Association, are involved.

^rNo estimates of the total number of operators idle are available; however, it is

known that many thousands were affected. Maintenance and office workers were also involved in several of the larger cities.

^sAlso caused 70 companies and 1,500 trucks in New York City to be idle.

^tNot available.

It is almost impossible to determine the total number of persons affected since in many instances no figures were released. At one time 4,000 operators (including 1,300 in Cleveland), 600 office workers, and at least 1,200 other company employees were idle in the northeastern part of Ohio, it was estimated, and the union claimed a total of 8,000 were out.

DETROIT STRIKES
The Packard Motor Car Company, in Detroit, in November, suffered from two work stoppages, both of which stemmed from the same general problem. The company was forced to disband one metal-polishing department because of cutbacks in production. This happened to be a department predominantly manned by Ne-

groes. The union contract with the company provided that the seniority should govern whether transfers should displace workers in other departments. White workers were seemingly disturbed by the fact that the transferred Negro employees in some instances had greater seniority than they and that this might lead to their dismissal eventually. Some white workers

who were forced out by the initial change into still other departments were unable to adjust themselves to the new work and were therefore in danger of losing their jobs.

In protest, 200 white workers went out on strike on November 3, causing a total of 39,000 to be idle. They contended that the Negro workers were unable to do the work, while the Negroes, in turn, said that they had been given only two days' trial instead of the usual minimum of three days. The workers returned on November 9. On November 14, however, the 6,000 Negro workers went out on strike in a continuation of the same trouble, charging that they were being discriminated against. This walkout, however, lasted only one day. Officials of the United Automobile Workers (CIO), to which the workers belonged, said the union would not tolerate racial discrimination.

Two thousand operators walked out in Detroit, Michigan. The War Labor Board announced that it would not consider the case while workers were idle, and on November 23, the strike was called off because the leaders felt that "the government meant business and that seizure was imminent."

OTHER STRIKES

Five thousand truck drivers, members of the International Brotherhood of Teamsters (AFL) in Boston, refused to work on November 13 when the executive board of the union announced that there would be no election of officers this year. Deliveries of ammunition, clothing, bayonets, rifles, and cannons as well as perishable food piled up in Boston warehouses and railroad terminals. Seventy companies and 1,500 trucks handling the New York and Boston traffic were forced into idleness also. It was only on November 21, following a WLB directive, that the drivers voted to return to work.

Supervisory employees again tried to force recognition of their organization by management and the WLB, when 1,800 supervisors, members of the Wright Aircraft Supervision Association, an independent union, walked out on November 13 at the five plants of the Wright Aeronautical Corporation located in Paterson (two), East Paterson, Fairlawn, and Wood-Ridge, New Jersey. Construction of B-29 Superfortresses and other military planes was held up when 32,000 to 35,000 engine production employees were forced into idleness since they could not work without supervision. Two thousand office workers also remained idle.

The union said that the company

moved employees around as it pleased. It was also not satisfied that it could get speedy settlement of any disputes before the WLB. The company denied that the *status quo* agreement or any of the provisions of the WLB order, which sent the workers back after a similar dispute in September, had been violated.

On November 15 the supervisors agreed to go back to work after the WLB promised to maintain the *status quo* of the supervisory personnel and to give speedy action to all grievances brought to it either in the past or in the future.

TURNOVER RATES

Both the total separation rate and the total accession rate declined from August to September, 1944, and from September, 1943, to September, 1944. The accession rate was lower than the separation rate for the third consecutive month. In September, accessions were 20% less than separations.

All components of the separation rate showed monthly as well as annual declines, with the exception of layoffs which increased from .5 to .6 per 100 employees over both periods. Discharges showed no change over the year. Persons who quit their jobs continue to form the largest bulk of separations reported. In September, they were 80%. Students returning to school in September were responsible for a large portion of the "quits." Nevertheless, it was frequently reported that workers were leaving a particular locality to seek permanent postwar jobs. This later reason may be lessened as a result of the latest Selective Service order.

The military separation rate was .3 per 100 employees, the lowest since the war began. The separation rate for women continued to be higher than that for men. It was 9.3 in September, or 50% greater than the 6.2 rate for men.

MARY A. WERTZ
Division of Labor Statistics

Employment in October

A NET decline of more than 325,000 from the September high brought the number of persons at work or in the Armed Forces to 64.7 million in October. This level of total employment, maintained since last June, still indicates near-peak utilization of the nation's manpower, although heavy military inductions over the past twelve months have made

from September to October occurred in agriculture and in manufacturing. Together these industries lost nearly 350,000 workers. Seasonal contraction of employment on farms was less than usual for the month owing primarily to good weather conditions. The continuing exodus from factories is attributed primarily to further curtailment in certain war industries.

Employment and Unemployment, October, 1942–October, 1944¹

In Thousands

Distribution of Labor Force and Employment	1944			1943	1942
	October ¹	September ¹	August	October	
Unemployment.....					
Excess of employment over economic labor force.....	8,348	8,725	8,872	8,424	4,229
Total employment.....	64,676	65,011	64,615	64,240	59,516
Agriculture.....	11,265	11,440	10,824	11,318	11,400
Forestry and fishing.....	178	183	182	191	212
Total industry.....	21,087	21,359	21,520	22,334	22,298
Extraction of minerals.....	620	629	637	682	763
Manufacturing.....	15,066	15,231	15,369	16,428	15,419
Construction.....	1,344	1,432	1,453	1,574	2,750
Transportation.....	3,080	3,088	3,081	2,627	2,330
Public utilities.....	977	978	981	1,022	1,035
Trade, distribution and finance.....	7,569	7,430	7,366	7,503	7,577
Service industries (including Armed Forces).....	23,126	23,144	23,261	21,457	16,723
Miscellaneous industries and services.....	1,451	1,455	1,461	1,437	1,306
Emergency employment ²					
WPA, CCC, and NYA (out-of-school).....	a	a	a	a	467

¹Subject to revision.

²Not included in employment total.

aNo longer in existence.

the civilian portion of the total employment smaller than it was a year ago.

The largest declines in employment

The number of persons engaged in trade in October was 139,000 greater than in the previous month, reflecting earlier holiday

activity in the retail sector this year than usual.

For the first time in almost two years, a slight decline occurred in transportation employment. In recent months, the railroads have become increasingly short-handed for the amount of service they are rendering. Plans have been formulated for servicemen to aid again in the handling of the huge holiday burden upon the transportation facilities of the country. Last year 60,000 men volunteered on their time off from duty in the Services and furnished valuable assistance in handling express, freight, and mail during the holidays.

EMPLOYMENT IN MANUFACTURING

All the durable goods industries reported employment declines from September to October. Combined with a seasonal de-

crease of workers in the food industry, the total reduction in the number of wage earners was almost 150,000 for the manufacturing group as a whole.

For reasons obscured by the complexity of the manpower situation, the continuing release of workers from factory production has not solved the problem of recent acute shortages of manpower in certain areas. Reports on turnover in manufacturing industries point to the fact that while the rate of separations is not greater than last year's, accessions are lagging considerably behind. In light of these developments, recommendations have issued from the WPB and WMC which would implement existing legislative controls over manpower declared to be in critical production.

CARYL R. FELDMAN
Division of Business Statistics

Mr. Waldman covers the attitudes of both the Socialist and Communist minorities toward American labor and it is interesting to note that Mr. Waldman states in answer to criticism leveled against him when he brought the Communist issue out into the open that "an American political party is not a private secret organization. Its composition and policies are matters of public concern."

"Labor Lawyer" gives the background and analyses of one of America's labor lawyers who today represents a number of powerful AFL unions on the legal front. A.A.D.

Management Reading

The Closed Shop. Department of Industrial Relations, Kingston, Ontario: Queens University, Bulletin No. 9.

An analysis of closed-shop provisions in the United States and Canada from the point of view of union, employer and government board. Case histories cover the question of closed-shop clauses in union contracts. An outline of the trend toward union demands for closed-shop clauses in Canada reveals that the pattern of collective bargaining in Canada follows the United States rather than the British type of trade unionism. A.A.D.

Facts about Foremen—How to Make the Most of Your Manpower. New York: Labor Relations Institute, 1776 Broadway. \$1.00 to Members—\$1.50 to others.

A timely booklet containing a large number of basic suggestions, many in the form of reminders, for the "revitalizing" of supervisory forces. From the first section on "Foremen are Management," the pamphlet concisely proceeds through three other pertinent topics: "Selecting the Foreman," "Training the Foreman," and "Build Your Foremen."

The Institute reproduces five forms which it recommends as aids in foreman development: "Job Requirements Chart for Foremen," "Foreman Authority Questionnaire," "Foreman Candidate Rating Chart," "Subjects for the Foreman's Manual," and a "Supervisory Merit Rating Form."

The format of the booklet is such that it can be read rather carefully from cover to cover in little time. S.A.R.

"Chronic Absentee and Good Attendant," by Le Baron O. Stockford, Lockheed Aircraft Corporation, *Personnel Journal*, December. A study of the economic, social and psychological factors related to absenteeism. The text includes discussion of attendance records and differences between attendants and absentees. E.M.S.

"Bargaining Position of Engineers Clarified by NWLB Chairman," *Engineering News-Record*, November 23. Advising professional employees that they must be prepared to bargain collectively, NWLB Chairman Davis recommends to the American Society of Civil Engineers that they continue to study the problems associated with collective bargaining. Mr. Davis states that professional workers are not exempted from provisions of the National Labor Relations Act. These comments are part of a speech by Mr. Davis before the metropolitan section (New York City) of the American Society of Civil Engineers. A.A.D.

Management Book Shelf

Botts in War, Botts in Peace. By William Hazlett Upson. New York and Toronto: Farrar & Rinehart, Inc. \$2.00.

The strange mental (and, at times, physical) contortions of Alexander Botts, the egocentric, superduper salesman of Earthworm Tractors, provide a unique form of entertaining reading which a large number of magazine readers have followed with great enjoyment for many years.

In "Botts in War, Botts in Peace," the publishers have brought together fifteen carefully selected Botts' experiences. At the conclusion of each one, the reader finds himself considerably relieved by the miraculous events and circumstances which serve both to extricate Botts from the entanglements of his own machinations and to add materially to the hero's successful sales record.

The reader's regard for the patient self-control of Botts' sales manager, Gilbert Henderson, wavers intermittently from a quizzical admiration to a gnawing desire to see Henderson get excited, surge out into the field and shake some sense into his star representative. At least there isn't a dull moment between the book's covers and it would be an unusual person who wouldn't go to sleep with a chuckle in his heart after spending an entire evening, or part of one, with Mr. Botts. And one of the last questions one might ask before being overtaken by the sandman is: "How would Alexander Botts show up on one of those carefully validated sales aptitude test batteries?" S. A. R.

The Veteran Comes Back. By Willard Waller. New York: The Dryden Press. \$2.75.

The many diverse factors in veteran readjustment which must be intelligently analyzed in order to realize successful reorientation of veterans to normal civilian life are discussed by a veteran of World War I.

In reviewing our nation's veteran problems from the Revolutionary period to World War II, Mr. Waller has provided pertinent experience data which should be valuable in directing our thinking toward more profound and practical present-day rehabilitation programs.

While the author does not outline formal plans for veteran assistance in detail, he offers some workable rehabilitation suggestions for formulating industrial and community programs. An essentially interesting point is his differentiation between veterans' "benefits" and veterans' "programs."

The chapters devoted to discussion of servicemen's experiences and attitudes are particularly helpful in analyzing veteran reactions to civilian living.

The text is stimulating and challenging and impresses the reader with the need for immediate action in planning for those who are on the battle fronts. E. M. S.

Labor Lawyer. By Louis Waldman. New York: E. P. Dutton and Company. \$3.50.

To understand the background of political action by labor unions in the United States one should read this autobiography.

"What about Psychological Tests for Selecting Salesmen?" by Saul Poliak, *Printers' Ink*, October 27 and November 3. An objective and forthright evaluation of the progress to date that has been made in testing candidates for sales jobs. Executives considering the use of tests should gain considerable value from these articles. S.A.R.

"The State and Collective Bargaining," by H. A. Logan, *The Canadian Journal of Economics and Political Science*, November. Deals with the current and historic attitudes of the state toward employer-employee bargaining. Although collective bargaining is part of the economic scene in democratic countries today, there was a period when the state passed laws which "broke the ambitious trades unions" (England in 1830). Mr. Logan has done a fine research job in summarizing the attitudes of democratic states toward trades unions and organized employee-employer relationships.

"Training Office Employees—III," by I. O. Royste, *American Business*, October. Offers suggestions for a simple course of training for new office employees and tells what subjects may be covered. S.A.R.

"The Foreman as a Personnel Manager," by Howard M. Dirks, the Perfect Circle Company, *Trained Men*, July-August. The foreman is the personnel manager of the department he supervises, with the specialized personnel department, as a service organization, supplementing his work. The article lists and

describes the functions of the foreman in his capacity as personnel administrator. G.S.

"Spicer Holds 'Open House' for Families of 6,000 Employees," by Paul W. Kieser, *Industrial Relations*, November. A detailed description of how a company planned and carried through a successful "open house" for families of its employees. A unique feature was that instead of having guides to conduct the groups of visitors, employees were allowed to show their own home folks through the plant. G.S.

"A.I.M. Offers New Service for Industrial Cafeterias," by Quindara Oliver Dodge, *Industry*, August. Description of a weekly menu and nutrition service designed to provide well-balanced and appealing meals for industrial workers.

"Wartime Food-consumption Patterns and the Cost of Living," by A. P. Ruderman, *The Journal of Business of the University of Chicago*, October. Echoing one of the arguments made by George Meany (AFL) and R. J. Thomas (CIO) during the recent cost of living controversy, Mr. Ruderman attempts to prove that changing consumption habits have increased food costs more than the Bureau of Labor Statistics reported they had risen. Mr. Ruderman's array of figures is impressive, and to one not acquainted with the recent investigations of the Meany-Thomas claim, it might be misleading. The findings of the Mills committee, the Mitchell committee (Technical Committee to the President's Com-

mittee on the Cost of Living), the BLS, and THE CONFERENCE BOARD clearly indicate that the reasoning used by Messrs. Meany and Thomas (and *ergo* Mr. Ruderman) is fallacious in its bearing on the question of living costs.

Like the labor representatives, Mr. Ruderman fails to comprehend what a cost of living index is or what it is designed to do. He confuses increased expenditures with increased living costs. To him, a man who has been accustomed to a 50-cent meal of stew at home but who earns more money and eats a \$2.00 steak dinner out, has experienced a 300% increase in living costs. The change in the standard of living is forgotten. Service as an economic good is forgotten.

The author needs to be reminded that a cost of living index has always been intended to measure only cost changes in a list of goods and services of a specified quality comprising a fixed standard of living. G.C.T.

"Wages in Department and Clothing Stores in Large Cities, Spring and Summer of 1943," by Joseph M. Sherman, Division of Wage Analysis, Bureau of Labor Statistics, *Monthly Labor Review*, November. Surveys hourly earnings of workers in department and clothing stores. Median and average hourly earnings in selected job classifications by size of cities, by individual cities, and by regions are shown for both male and female workers. The discussion includes a description of the establishments covered, the labor force, and working conditions in retail trade. E.B.D.

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